1985

TOWN OF WAYLAND

WARRANT

FOR THE

ANNUAL TOWN MEETING

APRIL 3, 1985

AND

SPECIAL TOWN MEETING

APRIL 8, 1985

AND

REPORT

OF THE

FINANCE COMMITTEE

WITH

RECOMMENDATIONS AND BUDGETS

SOME PERTINENT INFORMATION ABOUT WAYLAND'S TOWN MEETING PROCEDURES

Town Meeting is preceded by a Warrant such as this, mailed to citizens and listing the Articles to be acted upon, along with Recommendations by the Finance Committee. It is important to distinguish between the Articles and the Recommendations.

The Moderator has complete control of the meeting, with the authority to rule on any matter. A quorum of 100 citizens is required.

Articles in the Warrant must be considered in the order in which they appear, unless Town Meeting votes by a TWO-THIRDS vote to change the order.

TO ADDRESS THE MEETING: Rise, call out, "Mr. Moderator," and remain standing until you, or someone else, is recognized. You may not speak until you are recognized by the Moderator. Address the chair when making motions, commenting, or requesting information. The correct language is: "Mr. Moderator, I move . . . . ," "Mr. Moderator, may I ask through you" (then state the question which you want some board, official, or previous speaker to answer), or "Mr. Moderator . . ." and then make your comments or suggestions.

Note that once you sit down after speaking, you relinquish your claim to the floor. Any person must yield the floor if the Moderator so requests. A speaker may only be interrupted by a voter to request he speak louder or for a point of order, some of which are: questions as to legality or propriety of meeting; motion not within scope of Article; doubt of a quorum. No votes are taken on points of order. The Moderator makes the ruling, and it stands.

Every voter has the right to ask questions about parliamentary procedure or make points of order. Otherwise, substantive issues generally may be addressed only if a motion has first been made.

TO MAKE A MOTION: It is quite proper for any voter to offer a motion under any Article. The Town Counsel or Moderator can assist in wording your motion. A motion must both lie within the subject matter of the Article and be legal, or it will be ruled out of order. A motion is made, seconded, repeated by the Moderator, discussed, voted on, and finally disposed of by the Moderator. The Moderator allows, at most, two amendments to a motion at any time. An amendment is moved, discussed, voted on, and then the main motion, either amended or not, is put to a vote.

TO AMEND A MOTION: Obtain the floor, say, "I move to amend the motion by . . . ." An amendment may delete or add words to the main motion or substitute a completely new sentence or motion. Motions to amend are debatable and require only a MAJORITY vote, even though the main motion may require a two-thirds vote.

SOME PERTINENT INFORMATION - (Continued)

TO LIMIT DEBATE: If you think the discussion has gone on long enough, you may "Move the previous question." If this motion is passed, it will stop discussion. This motion requires a TWO-THIRDS vote and may not be amended or debated.

If you wish the meeting to take no action under an Article, you may "Move that the Article be passed over." This takes a MAJORITY vote and, in effect, kills the Article.

If a voice vote is so close that the Moderator is in doubt, or if seven voters challenge his call, he may ask for a standing counted vote. When a two-thirds vote is required, the Moderator usually takes a counted vote unless the voice vote was unanimous.

Questions which usually require a two-thirds vote are: borrowing money; appropriations for purchase or taking of land; adoption or amendment of Zoning By-Laws; considering an Article in other than the given order, including returning to an Article; reconsideration of an Article once acted upon and disposed of; moving the previous question. Note: Only a majority vote is needed to reconsider an Article before it is disposed of.

TO ADJOURN THE MEETING: If you wish to adjourn the meeting before all the Articles have been disposed of, you may "Move to adjourn until (and name a time and place)." A motion to adjourn takes a MAJORITY vote and may be made at any time during the meeting, even though other motions may be pending. No motion to dissolve Town Meeting is in order until every Article has been considered and acted upon.

HELPFUL INFORMATION ABOUT WAYLAND

	FY 1983-84	FY 1984-85
Population (January 1, each year)	12,454	12,532
Registered Voters	7,809	7,978
School Enrollment (October 1, each year)	2,311	2,203
Assessed Valuation	$474,663,005	$609,000,000
Operating Cost of Town	14,289,951	14,946,470
Tax Levy	11,596,017	12,022,001

The tax rate is $19.74 per $1,000 of assessed valuation.

Town expenditures of $609,000 equal $1.00 on the tax rate.

For futher information, refer to the Town Report available at the Town Office.

INDEX - 1985 SPECIAL TOWN MEETING

ARTICLE		Page No.
1.	Stormwater Management - Dudley Pond	5
2.	Amend Zoning By-Laws - Educational Uses	6

SPECIAL TOWN MEETING WARRANT

WARRANT FOR SPECIAL TOWN MEETING

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss. Town of Wayland

* * * WARRANT * * *

To any of the Constables of the Town of Wayland, Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify all residents of the Town of Wayland, who shall be qualified to vote in accord with the provisions of G.L. Chapter 51, Section 1, to meet in the Field House of the Wayland High School on

MONDAY, APRIL 8, 1985, at 8:30 P.M.,

or as soon thereafter as the Article then under discussion in the Annual Meeting is disposed of, then and there to act on the following Articles:

ARTICLE 1. STORMWATER MANAGEMENT - DUDLEY POND

Proposed by: Surface Water Quality Committee

Estimated Cost: $180,000 Net of State Aid

Article 1. To see if the Town will appropriate a sum of money to be expended by the Surface Water Quality Committee for a stormwater management system in the Dudley Pond watershed, including expenditures to cover the construction of leaching pits and drain manholes; and to determine whether such money shall be provided for by taxation, by appropriation from available funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or Federal government, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the Surface Water Quality Committee, to see if the Town will approve the expenditure of $180,000 as its share of a $720,000 construction project to implement a stormwater management program to improve the ecology of Dudley Pond. The State has assured the Town that 75% funding by the Department of Environmental Quality Engineering (DEQE) would be forthcoming, through the Clean Lakes Act. Much of the construction work to take place under this State program will substantially reduce the cost of a road betterment for Lakeshore Drive.

The project would involve the installation of stormwater collection and leaching systems which would reduce the flow of nutrients (primarily nitrogen and phosphorus compounds) into the pond. These nutrients encourage the growth of algae and weeds which disrupt the ecology and, in time, would cause the pond to become a swamp. This Article presents the Town with the opportunity to take a significant step in the preservation of Dudley Pond with major financial participation from the State, as well as improve roads and property in the area. All expenditures under this Article are contingent upon receipt of the 75% State grant.

ARGUMENTS OPPOSED: $180,000 is a major expenditure. The ongoing pond maintenance program (weed harvesting, hydroraking, etc.) is less of a financial drain on the Town.

ARGUMENTS IN FAVOR: The opportunity to do so much with State money may not always be available. If steps are not taken to address the causes of the problems in Dudley Pond, we will be bound to continue an ever more costly maintenance program indefinitely, or risk losing the pond.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Two-thirds for borrowing - see Mass. G.L. Ch. 44, Sec. 7

TOWN OF WAYLAND

Surface Water Quality Committee

DUDLEY POND STORMWATER MANAGEMENT

RECOMMENDED IMPROVEMENTS

ARTICLE 2. AMEND ZONING BY-LAWS - EDUCATIONAL USES

Proposed by: Planning Board

Article 2. To see if the Town will amend its Zoning By-Laws in the following manner:

A. By deleting from Section V (d) 1. the word "schools" and substituting therefor the words "public and private schools from kindergarten through high school."

B. By adding the following paragraphs to Section V (d):

5. Nursery schools, day care centers and other facilities which receive children of school or pre-school age for temporary custody, with or without stated educational purposes, during all or part of the day, provided a special permit is obtained from the Board of Appeals as provided in sub-section (r).

6. Art, music, dance and similar schools, provided a special permit is obtained from the Board of Appeals as provided in sub-section (r).

or take any action relative thereto.

COMMENTS: This Article has been inserted into the Warrant by the Planning Board to more carefully define the term "School" as used in the Zoning By-laws so as to have a more specific tool for dealing with Day Care Centers.

The request for this change grows out of increasing involvement of the Zoning Board in Day Care Center issues. The current Zoning By-laws do not provide a specific reference to Day Care Centers but only to Schools and in a fashion that does not distinguish between Nursery Schools/Day Care Centers and other public and private schools from Kindergarten through high school. This Article seeks to provide a more complete definition of School and includes a specific reference to Day Care Centers. Town regulatory issues would involve matters of traffic, noise, congestion, etc., - not matters of educational requirements, health and safety issues.

ARGUMENTS OPPOSED: The changes envisioned by this Article might be considered unnecessary or too restrictive.

ARGUMENTS IN FAVOR: If this Article should pass, the Town will have a better tool for dealing with Day Care Center issues.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Two-thirds - see Mass. G.L. Ch. 40A, Sec. 5

INDEX OF ARTICLES

FOR

1985 ANNUAL TOWN MEETING

		Page No.
Finance Committee Report		22
Article		
	Consent Calendar	9
1.	Hear Reports	22
2.	Choose Officers	22
3.	Amend Wage and Salary Plan	23
4.	Amend By-Laws - Selectmen's Power to Appoint	28
5.	Raise and Appropriate - Budget	29
6.	Compensation of Elected Officers	45
7.	To Appropriate for Water Department	46
8.	Purchase School Bus	47
9.	Computer Equipment for Schools	48
10.	Replace Carpets in Junior High School	50
11.	Purchase Transportation Services for Handicapped	51
12.	Greaves Fund Income	53
13.	Reconstruct Portion of Stonebridge Road	55
14.	Repair East Plain Street	57
15.	Install Drainage - Shaw Drive	58
16.	Betterment - Lakeshore Drive & Castlegate Road	59
17.	Engineering Design of Squirrel Hill and Sears Roads Drainage	61
18.	Addition to Library	63
19.	Amend Zoning By-Laws - Limited Commercial Zone	66
20.	Amend By-Laws - Wetlands Protection	67

		Page No.
21.	Exemption from Motor Vehicle Excise Tax	80
22.	Amend By-Laws - Motion Differing from Warrant Article	81
23.	Amend By-Laws - Secret Ballots	82
24.	Amend By-Laws - Moderator to End Debate	84
25.	Accept Gifts	86
26.	Authorize Treasurer to Borrow	87
27.	Authorize Selectmen to Sell or Trade	88
28.	Transfer of Funds	89

* * * * * *

Appendix

A.	Administrative and Professional Salaries	91
B.	School Employees' Salaries	92
C.	Elected Officials' Salaries	97
D.	Capital Planning Committee Report	98
E.	Salaries and Wages ($27,500 or more)	105
F.	Reference to Massachusetts General Laws and Town By-Laws	107

Index to Budget

General Government	33
Protection	37
Health Department	40
Highway Department	40
Welfare - Veterans' Benefits	41
Schools	42
Libraries	42
Park and Recreation	42
Unclassified	43
Maturing Debt and Interest	44

CONSENT CALENDAR

In the interest of expediting Town Meeting and saving valuable time for discussion of key issues, Wayland is trying the "Consent Calendar" to speed passage of Articles which the Moderator and the various Boards and Committees feel appear to raise little controversy. The purpose of the Consent Calendar is to allow the Motions under these Articles to be acted upon as one unit and to be passed by a unanimous vote without debate. The Articles involved will thus be disposed of.

THE CONSENT CALENDAR WILL BE TAKEN UP AS THE FIRST ORDER OF BUSINESS AT THE COMMENCEMENT OF TOWN MEETING ON WEDNESDAY, APRIL 3, 1985.

At the call of the Consent Calendar, the Moderator will call out the numbers of the Articles on the Consent Calendar, one by one. IF ANY VOTER HAS ANY DOUBT ABOUT PASSING ANY MOTION, OR WISHES AN EXPLANATION OF ANY SUBJECT ON THE CONSENT CALENDAR, OR HAS AN ADDITIONAL MOTION TO MAKE UNDER ANY ARTICLE, HE SHOULD STAND AND SAY THE WORD, "HOLD", IN A LOUD, CLEAR VOICE WHEN THE NUMBER IS CALLED. The Article will then be removed automatically from the Consent Calendar and restored to its original place in the Warrant, to be brought up, debated, and voted on in the usual way. Remember, it is only our opinion that these motions can be passed without debate. It is your opinion that counts, and if it differs from ours, we urge you to say so.

After the calling of the individual items on the Consent Calendar, the Moderator will ask that the Consent Calendar be adopted by a unanimous vote.

Note that any other Motions which might have been made under these Articles will be closed off.

In order for the Consent Calendar to be successful, it is necessary for people to review the Warrant carefully before coming to Town Meeting. If you have any questions about the Articles, please attend the Warrant Hearing. You may also call the Executive Secretary, Edward N. Perry, at 358-7701, before Town Meeting time.

ARTICLES PROPOSED FOR CONSENT CALENDAR

ARTICLE	MOTION
Article 6 - COMPENSATION OF ELECTED OFFICERS:	Move in the words of the Article. (see page 45)
Article 21 - EXEMPTION FROM MOTOR VEHICLE EXCISE TAX:	Move in the words of the Article. (see page 80)
Article 25 - ACCEPT GIFTS:	Move in the words of the Article. (see page 86)
Article 26. AUTHORIZE TREASURER TO BORROW:	Move in the words of the Article. (see page 87)
Article 27. AUTHORIZE SELECTMEN TO SELL OR TRADE:	Move in the words of the Article, in order to authorize disposal of the property listed under Article 27. (see page 88)

FINANCE COMMITTEE COMMENTS

Budget Philosophy and Background

As the Finance Committee approached the budget process this year, all major labor contract settlements had been completed, and there were no open negotiations. At the same time, the revenue side of the budget equation (that is Estimated Receipts) was higher than had been projected for this current fiscal year, 1985. These excess receipts, largely excise taxes, interest on short-term investments, and miscellaneous charges and fines, permit the Town to start the new budget and fiscal year, 1986, with more free cash than had been anticipated. Accordingly, the Finance Committee established a guideline for the Town's departments of "Level Funding" of all existing operations plus enough additional money in their respective budgets to meet only the cost of negotiated settlements. The Committee projected that a budget structured on that basis could be funded for all departments with a total transfer from Free Cash (sometimes referred to as E & D), of $180,000, approximately the same amount as was transferred in last year's budget. Thus, the Town's current level of operations could be maintained without an override referendum.

It is the Finance Committee's view that the Town wishes to receive the same level of municipal services - without noticeable increase and without noticeable decrease - as it has received in recent years. At the same time, we have a continuing commitment to provide those services as efficiently and inexpensively as possible. Accordingly, we have taken several steps over the last year to achieve economies in Town operations.

Major Budget Items

1. Re-organization

   A) Occasioned by two vacancies in the Town staff - the Building Inspector and the Conservation Administrator - and having delayed meeting the staffing requirements of the Planning Board for some years, a special opportunity was available to the Board of Selectmen. By eliminating one position in the engineering staff of the Town Surveyor (see below), it was possible to provide staff to the Planning Board without any increase in total Town personnel. The Planning Board's administrative and legally-defined approval process has become a heavy burden on its volunteer members. Continuation of a strong committee to guide development and planning in the Town now requires nearly full-time professional staff support. At the same time, the Selectmen wished to bring together, in one place, under the leadership of one genuinely-qualified professional, all of the land, planning, environmental, health, inspection, and zoning issues. Proper coordination and communication among all of the boards involved and their staff is a much-needed improvement. A better process with better staff will produce better decisions for the Town. At this writing all the preliminary moves are in place, and the Finance Committee expects that full reorganization will be completed by December 1985.

B) In addition, to meet the ever increasing cost of Town Counsel expenses, the Town has reorganized the office of the Executive Secretary. More than 50% of the legal work of the Town is now done in-house, and we anticipate that we will have expenditures in FY 1985 for Town Counsel within budget, which will be some $43,000 less than FY 1984 expenditures, and some $90,000 less than the FY 1983 budget.

Reassignments of existing personnel and the full implementation of the new computerized accounting system have provided the time and personnel necessary to provide these savings.

2. Capital Expenditures

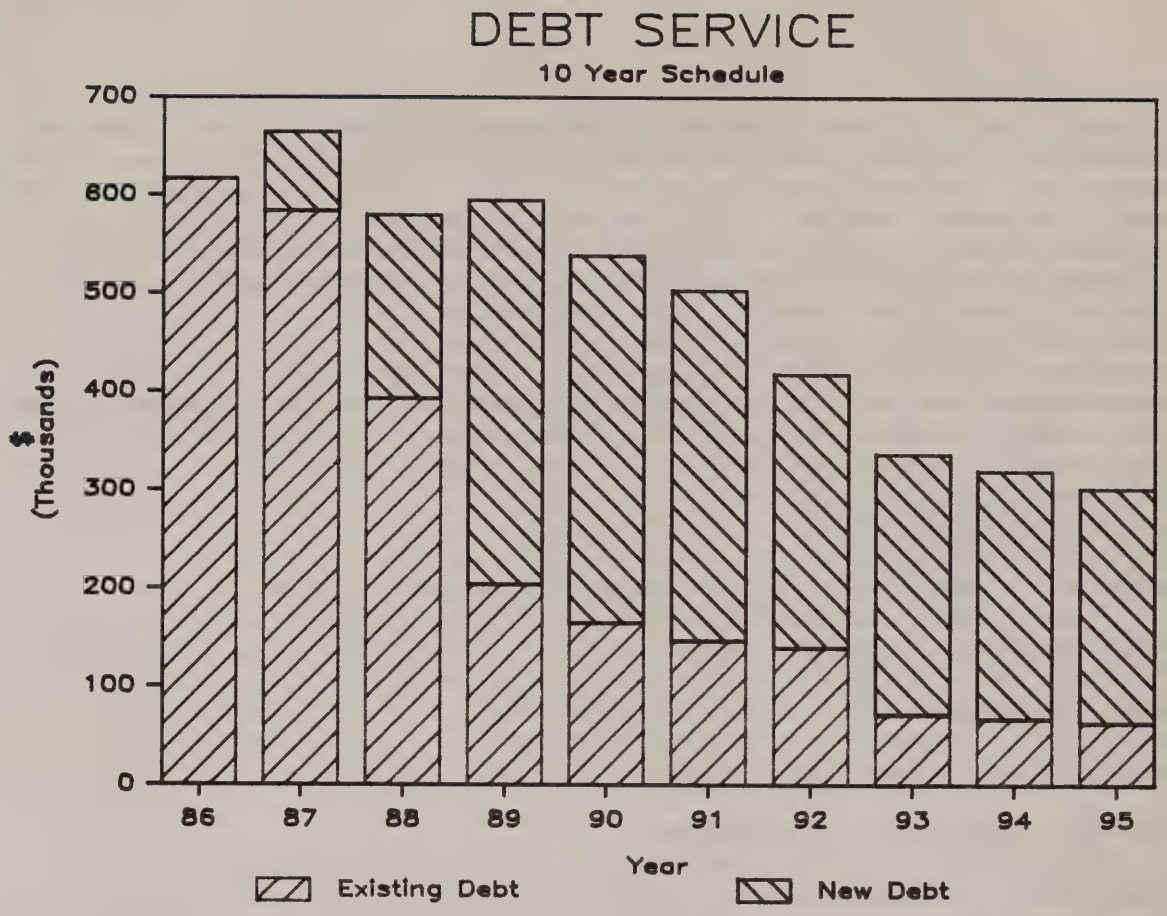
The budget contains the following major expenditures:

a.	Town Surveyor Computer System	$70,000
b.	Lift Truck for fire alarm maintenance	35,000
c.	Dog Officer - new van	10,000
d.	Highway Department - backhoe	55,000
e.	Sidewalk tractor plow	25,000
f.	Trucks (2)	32,000

The computer system for the Town Surveyor is of special interest as it will permit dramatic labor savings in field survey work. Some office computations for maps and field work will be reduced from hours to seconds. While the equipment is in common usage in commercial engineering firms, municipalities have been slower in recognizing the economics. The 1986 budget contains $10,000 to fund the transfer of the Town's existing atlas and plan records to the new system, and a position in the Department has been eliminated. The $70,000 investment will permit elimination of an engineering position with a salary of approximately $20,000 - a 3 1/2 year "payback".

3. Debt Service

The taxation limits which have been imposed by Proposition 2 1/2 have resulted in the need for the Town to borrow on five-year notes to fund the purchase of heavy equipment and other items of a capital nature which, in the years prior to Proposition 2 1/2, would have been funded from free cash. Although the Town's total fund indebtedness is relatively low at $2,500,000, the loans representing the remaining balance of multi-million dollar capital projects such as the Town Office Building and the Junior High School total $1,800,000. The remainder, $700,000, comes from the accumulation of lesser capital items. That trend is reflected in the current budget with several capital items which will be funded through new borrowings of $2,006,000.



4. Reassessment

Reassessment of the Town is nearing completion. Homes and business properties were reassessed to reflect their value as of January 1, 1984. The result was that the total valuation of real estate is approximately $609,000,000, up from $474,663,000, the assessment effective as of January 1, 1981. The first tax bills reflecting the new assessments will be mailed to taxpayers in April or May of 1985. If Annual Town Meeting appropriates the budget approximately as printed in this Warrant, the estimated tax rate will be $20.35. To provide voters with some measure of impact of the proposed budget on a comparable basis with the new assessments, this year's tax rate will be $19.74. In both cases, the figures are tentative and subject to final adjustments by the Board of Assessors.

5. Future of Town Finances

The Town this year had its Bond Rating increased to AA, which saved the Town, and will save the Town in future years, significant dollars through lower interest rates on Funded Debt. While we are happy with this favorable financial development, we feel we must warn the Town that several other developments may impact negatively on the Town in the new future.

State distribution formulas have reduced the Town's share of State Aid by 1/3 since the imposition of 2 1/2. Massive aid has been shifted to the cities, at the expense of towns like Wayland. Town officials have organized a coalition of suburban communities to more fully express our views on these developments, and to lobby for a greater share in the future. We are not at this point optimistic about the long-term local aid picture.

On the federal aid front, local Revenue Sharing seems to be on everyone's budget reduction list this year. Total elimination of Revenue Sharing may be phased in over two or three years, which would mean a slower absorption into the Town's budget projections; but, none the less, it will mean a loss of $150,000 yearly in needed revenues to the Town.

We continue to include supplementary funding of the Town's retirement liability in the budget. However, changes in the method of determining local assessments will mean, in all probability, increases in the annual retirement assessment to the Town in the neighborhood of 20-25% annually (This year's assessment is $535,000). This would mean that as much as 1/3 of our annual 2 1/2 allowable levy increase must go to meet pension obligations.

6. Wayland Tax Burden Comparisons

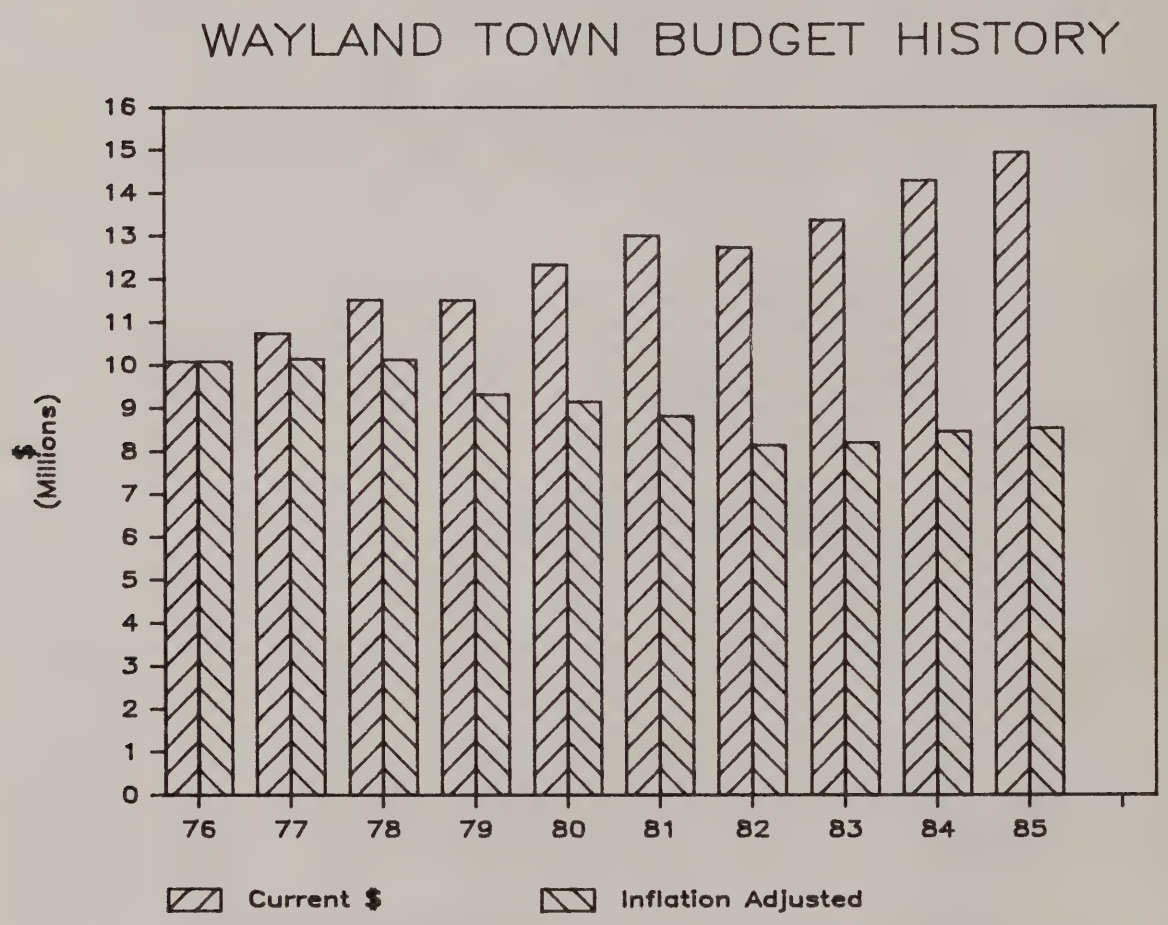
Over the last five years, the annual tax levy has increased 15% or 3% per year. It may be the view of some voters that somehow Wayland's tax burden is excessive in comparison with similar communities. The following is a list of full value tax rates in nearby communities similar to Wayland:

Full Value Rates for FY 1985	
Holliston	$ 22.68
Westwood	21.50
Sudbury	20.50
Wayland	19.74
Concord	19.70
Bedford	19.38
Weston	16.28
Average	$ 19.97

In addition some controversy always seems to surround the annual appropriation to the School Department. The following listing of per pupil expenditures provides some perspective as to how we compare with similar towns and school systems:

Weston	$3,801	Brookline	$3,390	Winchester	$3,143
Wellesley	3,793	Wayland	3,381	Natick	2,865
Westwood	3,483	Lexington	3,355	Framingham	2,751
Newton	3,457	Needham	3,292		
				Average	$3,337

Wayland's tax rate has remained competitive, its school expenditures compare favorably, and we have been able to create a climate that has resulted in a significant increase in property values.



As always, the Finance Committee is deeply indebted to the staff of the Town Office Building, to the Executive Secretary, to the Assistant Executive Secretary/Associate Town Counsel, the Finance Director, the Town Office Administrator, and the Word Processing Coordinator. Without their support, without their willingness to attend scores of evening meetings, the Warrant and the budget process would be impossible. The Finance Committee and the Town of Wayland are fortunate, indeed, to have staff of such character and quality.

TABLE I

WAYLAND INCOME AND EXPENSE STATEMENT

	FY 1982	FY 1983	FY 1984	FY 1985	FY 1986
Budget	$ 12,683,000	$ 13,387,156	$ 14,289,951	$ 14,946,470	$ 15,871,536
Articles	+ 626,000	+ 210,870	+ 241,740	+ 323,990	+ 254,500
TOTAL TOWN EXPENSE	13,309,000	13,598,026	14,531,691	15,270,460	16,126,036
Net "Cherry Sheet"	- 1,340,000	- 1,318,644	- 1,442,322	- 1,457,826	- 1,426,925
	11,969,000	12,279,382	13,339,691	13,812,634	14,699,111
Overlay Expense	+ 165,000	+ 149,980	+ 129,746	+ 200,000	+ 120,000
	12,134,000	12,429,362	13,514,691	14,012,634	14,819,111
Federal Revenue Sharing	- 195,000	- 217,000	- 200,000	- 170,000	- 150,000
Net To Be Raised by Town	11,939,000	12,212,362	13,314,691	13,842,634	14,669,111
Estimated Receipts	- 835,000	- 792,821	- 1,090,117	- 1,274,083	- 1,455,000
Net To Be Raised	11,104,000	11,419,541	12,227,691	12,568,551	13,214,111
From Available Funds, Free Cash	- 463,000	- 155,871	- 322, 81	- 546,550	- 741,760
To Be Raised From Taxes	10,641,000	11,263,670	11,596,017	12,022,001	12,472,351
Assessed Valuation	472,999,548	475,060,755	474,663,005	609,000,000*	613,000,000*
Tax Rate = $\frac{\text{Total Costs}}{\text{Valuation x 1000}}$	22.50	23.71	24.43	19.74*	20.35*

*Estimate, pending current reassessment

TABLE II

SIX-YEAR HISTORICAL BUDGET SUMMARY

Fiscal Year	School	Town	Total	Increase	%
1986	9,085,993	6,785,543	15,871,536	925,066	6.1
1985	8,699,573	6,246,897	14,946,470	656,619	4.5
1984	8,360,632	5,931,933	14,289,951	902,795	6.7
1983	7,978,012	5,409,144	13,387,156	648,759	5.1
1982	7,344,365	5,394,032	12,738,397	285,300	-2.19
1981	7,648,940	5,363,157	13,012,097	668,205	5.4

TABLE III

TOWN REVENUES, EXCLUSIVE OR REAL ESTATE TAXES

	FY 1981	FY 1982	FY 1983	FY 1984	FY 1985	Est. FY 1986
Auto Excise	488,000	355,000	350,000	435,000	535,000	535,000
Fees, Fines, Interest	476,000	479,200	442,821	655,117	720,283	920,000
Federal Revenue Sharing	195,000	195,000	217,000	200,000	170,000	150,000
Net Receipts From State	1,100,000	1,339,836	1,318,644	1,442,322	1,457,826	1,426,925
	2,259,000	2,369,036	2,328,465	2,732,439	2,883,109	3,031,925
Raised from Taxes	10,382,000	10,639,700	11,263,691	11,596,017	12,022,001	12,472,351

Five-Year Overview

Percent of the Budget by Departments

Department	% 1982	% 1983	% 1984	% 1985	% 1986
General Government	6.3	6.9	6.7	6.8	6.9
Protection	10.9	11.2	11.8	12.5	12.5
Health	1.9	1.9	1.9	1.7	1.8
Highway	4.8	4.7	5.0	4.5	5.2
Veteran's Benefits	.1	.1	.1	.1	.1
Schools	56.6	58.8	57.4	57.7	56.7
Reg. Voc. School	1.1	.8	1.0	.5	.6
Libraries	1.7	1.8	1.8	2.0	1.8
Park & Recreation	2.2	2.1	1.9	1.8	1.8
Fee Supported Programs	.3	.3	.4	.5	.9
Unclassified	6.8	7.2	7.2	6.4	6.1
Debt & Interest	7.3	3.4	3.5	4.2	4.4
Wayland/Sudbury Septage	--	.9	1.3	1.3	1.2

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss. Town of Wayland

* * * WARRANT * * *

To any of the Constables of the Town of Wayland, Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify all residents of the Town of Wayland, who shall be qualified to vote in accord with the provisions of G.L. Chapter 51, Section 1, to come to their respective polling places (Precinct 1 in the Gymnasium of the Town Building and Precinct 2 in the Junior High School) on

MONDAY, APRIL 1, 1985 BETWEEN 7:00 A.M. AND 8:00 P.M.

to choose the following Town officers by ballot from Wayland's registered voters for the following terms of office:

A Moderator, a Trustee of the Public Library, each for one year;

A member of the Planning Board for two years;

Two Selectmen, two members of the School Committee, one Assessor, two Trustees of the Public Library, one member of the Board of Health, one Road Commissioner, two members of the Park and Recreation Commission, one Water Commissioner, one Commissioner of Trust Funds, each for three years;

One member of the Planning Board, one member of the Housing Authority, each for five years;

as well as such other Town officers as may be necessary.

And to vote "Yes" or "No" upon the following Referendum Questions:

QUESTION NO. 1

"Shall the Town of Wayland be allowed to exempt from the provisions of Proposition Two and One-half, so-called, the amounts required to pay for the bond issued in order to renovate the library building and construct an addition to the building?"

QUESTION NO. 2

"Shall the Town of Wayland be allowed to exempt from the provisions of Proposition Two and One-half, so-called, the amounts required to pay for the bond issued in order to reconstruct a portion of Stonebridge Road?"

You are also required to notify all such residents of Wayland to meet in the Field House of the Wayland High School on

WEDNESDAY, APRIL 3, 1985, at 7:45 P.M.

to act on the following Articles:

Notice: It is the intention of the Finance Committee to request of the Town that if adjourned meetings be necessary to complete the action on the Warrant, they be held Thursday, April 4, and Monday, April 8, Wednesday April 10, and Thursday, April 11, 1985.

Note Regarding Quantum of Vote: For those articles involving appropriations which are anticipated to be provided by taxation or from available funds or transferred funds previously appropriated for another purpose, a majority quantum of vote is indicated. For articles which are anticipated to be funded by borrowing, a two-thirds quantum of vote is indicated.

Certain articles request the action of Town Meeting under its general legislative powers (i.e., to hear and accept reports, to appoint a committee, to adopt a resolution or "sense of the meeting" vote, etc.), and in such cases no particular statute is referenced. Town Counsel has advised that, as a matter of common-law precedent in Massachusetts, such matters are to be decided by a majority vote.

ARTICLE 1. HEAR REPORTS

Article 1. To receive and act upon reports of Town officers, agents, trustees, commissioners, boards, and committees, or take any action relative thereto.

QUANTUM OF VOTE: Majority.

ARTICLE 2. CHOOSE OFFICERS

Article 2. To choose Town officers, agents, trustees, commissioners, boards, and committees not elected by the official ballot.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 41, Sec. 1

ARTICLE 3. AMEND WAGE AND SALARY PLAN

Proposed by: Personnel Board

Article 3. To see whether the Town will vote to amend Article II, Section 1 of the Wage and Salary Classification Plan previously adopted by the Town by making the following additions, deletions, or modifications thereto and by establishing effective dates for such amendments; or take any action relative thereto.

(a) Amend the portion of Article II, Section I of said Plan, entitled Administrative and Professional, by deleting the entire schedule presently shown and substituting therefor the following new schedule in place thereof:

ARTICLE II

SECTION 1. WAGE AND SALARY CLASSIFICATION PLAN

ADMINISTRATIVE AND PROFESSIONAL

FISCAL YEAR 1985 SALARY RANGE

POSITION TITLE	MIN.	MAX.
Executive Secretary	$36,000	$54,000*
Assistant Executive Secretary/	--	$31,000*
Associate Town Counsel	--	$10,000*
Personnel & Grants Admin.	21,000	31,000*
Office Administrator	19,000	28,000**
Fire Chief	29,500	44,500
Police Chief	30,500	45,500
Town Accountant/Finance Dir.	29,000	43,000*
Highway Superintendent	24,500	37,500
Park & Rec. Superintendent	24,500	37,500
Water Superintendent	24,000	36,000
Detached Social Worker	23,000	34,000
Treasurer/Collector	21,500	31,500
Town Surveyor	24,000	36,000
Building/Zoning Inspector	21,500	31,500
Library Director	20,000	30,000
Environmental & Planning Admin.	21,000	31,000***
Data Processing Manager	23,000	34,000
Dog Officer	13,000	19,000
Supervisor of Joint Communications	15,000	23,000
Chief Operator W/S Septage Plant	20,000	30,000

*Voted by the Personnel Board, effective October 9, 1984
**New position voted by Personnel Board, effective November 13, 1984
***New position voted by Personnel Board, effective January 28, 1985

See Appendix A, Administrative and Professional Salaries, for salaries effective in FY 1985 on anniversary date of appointment and reflected in FY 1986 Budget.

(b) Amend the portion of Article II, Section 1 of said Plan, entitled Office Staff-Union by adding the following new Grade C-13:

OFFICE STAFF - UNION

Grade	Title	Fiscal Year	Start Sal.	After 1 Yr	After 2 Yrs	After 3 Yrs	After 4 Yrs	After 5 Yrs	After 6 Yrs
C-13	Highway Dept.Asst.	1986	14498	15081	15663	16288	16936	17604	18319

Reclassification voted by the Personnel Board, effective November 26, 1984

(c) Amend Article II, Section 1 of said Plan, by adding the following new section entitled Environmental and Planning Administration:

ENVIRONMENTAL AND PLANNING ADMINISTRATION

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	Maximum
S-14	Asst. Environ. & Plan. Admin.	1986	16,781	17,435	18,143	18,860

New position voted by the Personnel Board, effective January 28, 1985

(d) Amend the portion of Article II, Section 1 of said Plan, entitled Board of Health, by deleting the Grade S-14 Associate Detached Social Worker and substituting in its place the following new Grade S-18:

BOARD OF HEALTH

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	Maximum
S-18	Assoc. Det'd. Social Worker	1986	19,637	20,409	21,224	22,075

Reclassification voted by the Personnel Board, effective January 15, 1985

(e) Amend the portion of Article II, Section 1 of said Plan, entitled "Library-Union", by deleting the entire schedule presently shown and substituting the following new schedule in place thereof:

LIBRARY - UNION*

Grade	Title	Fiscal Year	Start Sal.	After 1 Yr.	After 2 Yrs	After 3 Yrs	After 4 Yrs	After 5 Yrs
L-17	Childrens Libr. Head Tech.Serv.	1985	18684	19453	20218	21026	21867	22742
		1986	19618	20426	21229	22077	22960	23879
L-14	Asst.Libr.	1985	16625	17274	17973	18684	19421	20209
		1986	17456	18138	18872	19618	20392	21219
L-10	Admin.Asst. Head Circ. Asst.Child. Libr.	1985	14208	14769	15381	15990	16629	17295
		1986	14918	15507	16150	16790	17460	18160
L-8	Branch Libr. Coord.	1985	13137	13665	14208	14769	15361	15975
		1986	13794	14348	14918	15507	16129	16774
L-7	Libr.Asst.	1985	12640	13137	13665	14208	14776	15366
		1986	13272	13794	14348	14918	15515	16134
L-C	Custodian	1985	12142	12640	13137	13665	14213	14782
		1986	12749	13272	13794	14348	14924	15521

*Reflects salary increases and reclassifications for FY 1985 and FY 1986 negotiated with Union since last Town Meeting, effective July 1, 1984 and July 1, 1985.

(f) Amend the portion of Article II, Section 1 of said Plan, entitled Park and Recreation, by deleting the titles Seasonal Laborer and Seasonal-Beach-Summer 1984 and substituting in their place the following new titles Seasonal Laborer and Seasonal Beach:

PARK AND RECREATION

Title*	Fiscal Year	Starting Salary	After 1 Year	After 2 Years
Seasonal Laborer	1986	4.25	4.50	4.75
Seasonal Beach				
Beach Director	1986	5.80	6.10	6.30
Head Lifeguard	1986	5.20	5.50	5.80
Lifeguard/ Instructors	1986	4.50	4.80	5.10
Beach Police	1986	4.00	4.30	4.60
Swim Aide	1986	3.50	3.75	4.00

*Voted by Personnel Board, effective December 11, 1984

(g) Amend Article V-A of said Plan, entitled "Annual Leave", by deleting Section 1 and Section 2 as presently shown and substituting the following new Section 1 and Section 2 in place thereof:

ARTICLE V-A*

SECTION 1. Paid Annual Leave Plan shall be as follows:

(1)	0 to 5 years employment:	13 working days.
(2)	5 to 10 years employment:	19 working days.
(3)	10 to 15 years employment:	22 working days.
(4)	15 to severance:	25 working days.

Leave days will start accruing as soon as the employee is hired, but none can be taken until the employee has had six months service.

SECTION 2. The schedule for earning leave days is as follows:

(1) For 13 days leave per year - one day each 20 regularly scheduled working days.

(2) For 19 days leave per year - one day each 13.7 regularly scheduled working days.

(3) For 22 days leave per year - one day each 11.8 regularly scheduled working days.

(4) For 25 days leave per year - one day each 10.4 regularly scheduled working days.

This earning schedule is based on 260 working days per year and a five-day week.

* Changes underlined.

(h) Amend Article V-C of said Plan, entitled "Sick Leave", by deleting Section 5 as presently shown and substituting the following new Section 5 in place thereof:

ARTICLE V-C*

SECTION 5. When a permanent employee retires or dies, he or his beneficiary shall receive severance pay equal to the employee's most recent daily straight time rate multiplied by sixty (60) percent of his unused accumulated sick leave days in effect as of his retirement or death. Such severance pay shall not exceed a maximum of $3,500. This section applies to all employees except as may be otherwise provided in a collective bargaining agreement or professional schedule.

* Changes underlined.

(i) Amend Article V-I of said Plan, entitled Physical Examination by adding the following new Section 2:

ARTICLE V-I

SECTION 2. Administrative and Professional employees hired after July 1, 1984 shall be required to take a physical examination annually, or less frequently if the Town physican so recommends at Town expense. All Administrative and Professional employees hired before that date will be offered an annual physical examination on a voluntary basis at Town expense.

(j) All of the foregoing amendments to be effective July 1, 1985, except as otherwise indicated.

COMMENTS: This Article reflects action taken by the Personnel Board since the last Town Meeting. These actions include a settlement with the Library union, employee reclassifications, seasonal laborer wage adjustments, adjustments to salary ranges and job title pursuant to the reorganization of the Town central office staff, and the establishment of new positions and salaries pursuant to the creation of the new Environmental and Planning Department. The Article also includes two recommendations of the Personnel Board to add certain "fringe benefits" for non-union employees to bring them into line with union employees and one recommended change to establish annual physical examinations for Administrative and Professional Employees. The fringe benefit recommendations are to add a new category of annual leave for employees with ten years service and to increase the maximum severance pay available to employees who have unused accumulated sick leave days.

ARGUMENTS OPPOSED: The Finance Committee has not heard or discovered any at the hearing held.

ARGUMENTS IN FAVOR: This Article ratifies the actions taken by the Personnel Board in carrying out the duties specified in the Town's By-Laws and delegated to it by the Board of Selectmen. Parity of benefits for non-union employees with union employees is a desirable goal and is followed by most employers. Salaries for the new positions are in line with those of other communities.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - See Mass. G.L. Ch. 41, Sec. 108A

ARTICLE 4. AMEND BY LAWS - SELECTMEN'S POWERS TO APPOINT

Proposed by: Petitioners

Article 4. To see if the Town will amend Article 4 of its By-Laws, entitled "Finances," by revising Sections 1 and 2, pursuant to the provisions of Massachusetts General Laws Chapter 39, Section 16, to provide for the election or the appointment of the Finance Committee by one of the following means: (1) election of all members of the Finance Committee, (2) appointment of all members of the Finance Committee by the Moderator, (3) appointment of certain members of the Finance Committee by the Moderator and other members by the Board of Selectmen, or (4) otherwise; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by petitioners to alter or eliminate the existing authority of the Board of Selectmen to make appointments to the Finance Committee. Although the Finance Committee invited the petitioners to meet for a discussion of what might be proposed, the petitioners did not make a specific proposal, and accordingly the Finance Committee does not know what actions the Town may be asked to take under this Article.

Obviously, any proposal to alter or eliminate the appointive process of the Board of Selectmen is a serious matter deserving careful drafting and careful study. None of these prerequisites has occurred.

Under the current By-law, the Finance Committee is appointed by a majority vote of the five member Board of Selectmen. The Finance Committee consists of seven members. Five are appointed for a three-year term and may be reappointed. Two are appointed to two-year positions and may not be reappointed except to a vacancy which might exist in a three-year slot. This dual arrangement provides for turn-over of the Board to encourage new members and new ideas as well as providing some membership stability in order to attain proficiency in the work of the Committee and a long-term perspective to Committee decisions.

If any action, at all, were to be taken under this Article, the Town Meeting might wish to propose that the Board of Selectmen appoint a study committee.

ARGUMENTS OPPOSED: Little advance notice of a specific proposal having been brought forward, no evaluation can be made.

ARGUMENTS IN FAVOR: See arguments opposed.

RECOMMENDATION: Believing that only technical notice has been supplied to the voters, rather than a genuine proposal, the Finance Committee believes no substantive action should be taken under this Article.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 40, Sec. 21 and Ch. 39, Sec. 16

ARTICLE 5. RAISE AND APPROPRIATE - BUDGET

Proposed by: Finance Committee

Article 5. To see what sum of money the Town will appropriate for the operation and expenses of the Town, including capital expenditures for equipment, improvements or other purposes, and to determine whether such appropriation shall be provided by taxation, by appropriation from available funds, by transfer of funds already appropriated for another purpose, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: Following the Finance Committee's recommendation is a budget summary of the motion the Finance Committee expects to make under the Article. See the Finance Committee Report for additional budget information.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 40, Sec. 5, Ch. 44, Sec. 33B

MOTION UNDER ARTICLE 5.

For what it considers to be the proper management of the Town and its finances, the Finance Committee makes the following recommendations, and they are, therefore, incorporated under the motion to be made under Article 5 at the Annual Town Meeting, as follows:

> That all employees in the Wayland Town Building, the Public Safety Building and the Cochituate Town Building, other than elected officials and those of the School Department, come under the supervision of the Executive Secretary, and that he be charged with the operation, maintenance, and administration of these buildings, their equipment and their grounds; except as to the Wayland Town Building, the Executive Secretary shall be responsible also for its use;
>
> That the operation of the landfills be under the supervision of the Road Commissioners;
>
> That the appropriation under Conservation Commission for "Conservation Fund" be maintained as a fund against future purchases and not be expended without further direct vote of the Town;
>
> That the Town Collector continue to act as Collector for the Water Department, and that all fees and penalties from whatever source be turned over to the Town as Town Income;

That the appropriation for "Hydrant Rental" of $24,000 for the Water Department granted in the budget be transferred to "Water Available Surplus";

That the sum of $150,000 from "Revenue Sharing PL-94-488" be transferred from this account for application against the Fire Department item "Salaries";

That the Office of the Town Clerk be continued on a salary basis and that all fees from whatever source derived be turned over to the Town as Town Income;

That all fees, wages, or payments made to the Tree Warden, from whatever source, be turned over to the Town as Town Income.

BUDGET SUMMARY

	Appropriated Fiscal Year 1984	Appropriated Fiscal Year 1985	Budget Fiscal Year 1986	Per Cent Increase
General Government	953,857	1,015,065	1,105,830	8.9 *1
Protection	1,685,957	1,865,669	1,984,656	6.4
Health	265,990	260,718	277,123	6.2
Highway	715,287	665,348	824,521	23.9 *2
Veteran's Benefits	20,000	13,200	13,200	
Schools	8,222,063	8,617,382	8,997,382	4.4
Reg. Voc. School	138,569	82,191	88,611	7.8
Libraries	256,103	292,228	292,780	
Park & Recreation	267,895	270,888	284,275	4.9
Unclassified	1,021,370	959,186	970,826	1.2
Fee Supported Programs	54,975	80,508	129,700	61 *3
Debt & Interest	493,995	630,557	710,002	13
Sudbury/Wayland Septage	193,530	193,530	193,530	
	14,289,591	14,946,470	15,872,436	6.1 *4

1. Equipment for Surveyor represents 6.9% of increase. Regular General Government increase is 3.9% when '85 and '86 budgets are adjusted for equipment.

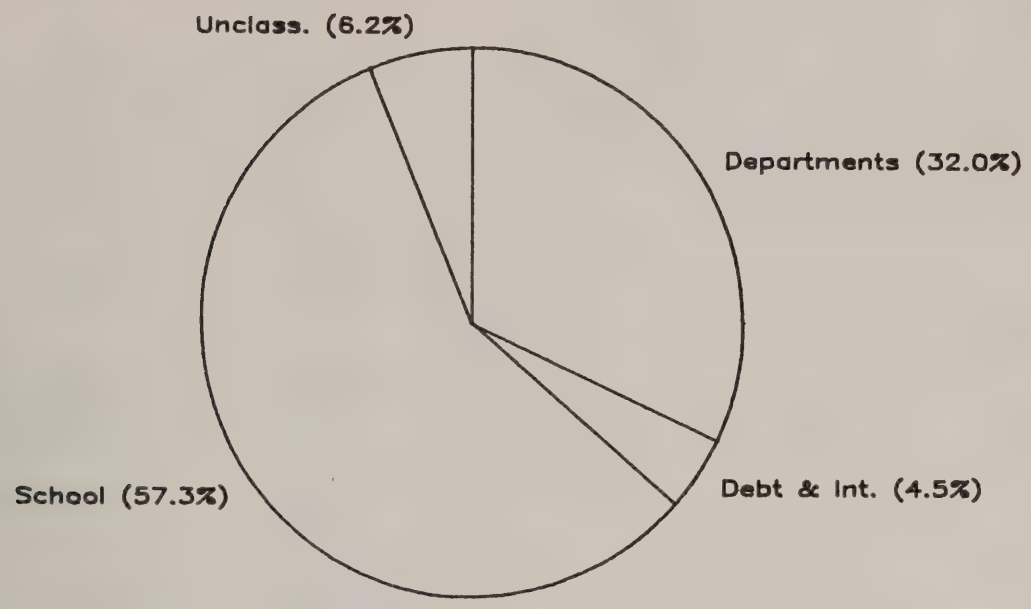
2. Equipment purchase represents 16.8% of increase. Regular Highway budget increase is 7.1%.

3. Fee supported and therefore increase has no effect on tax rate.

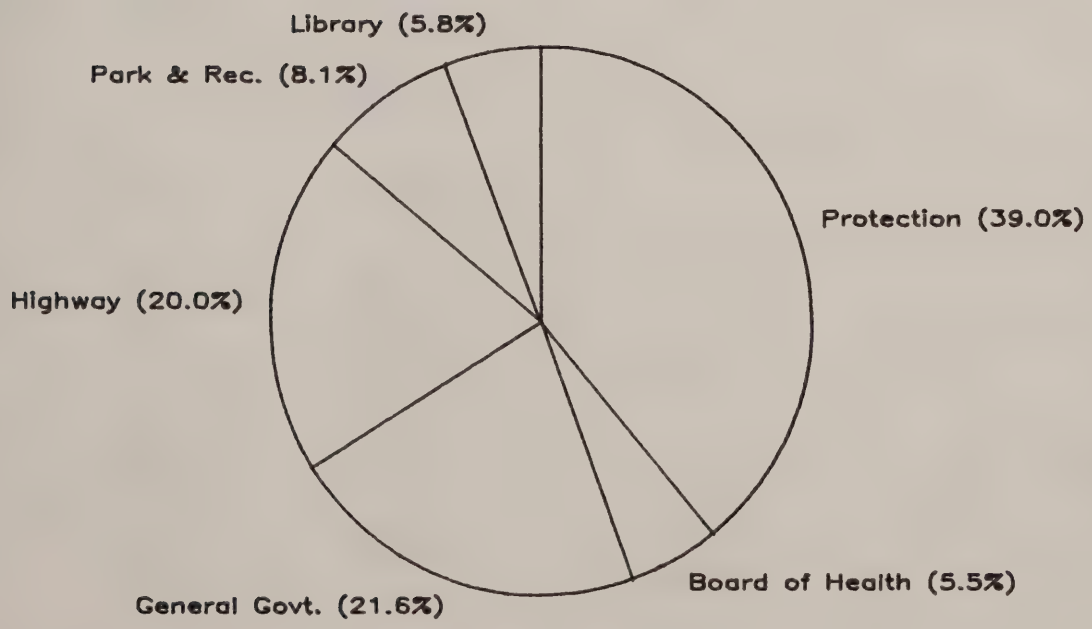
4. When adjusted for equipment purchase, for Highway and General Government, operating budgets increase is by 5.1%.

WAYLAND TOWN BUDGET

by Major Divisions



DEPARTMENTS



FINANCE COMMITTEE BUDGET FOR FISCAL YEAR 1986
(July 1, 1985 - June 30, 1986)

	EXPENDED FY 1984	APPROPRIATED FY 1985	REQUESTED FY 1986	ITEM NO.
SELECTMEN				
Salaries	500	500	500	1
Expense	4,353	4,356	4,356	2
Out of State Travel	390	50	50	3
Real Estate Option	--	450	450	4
McManus Project	--	10	--	5
Town Meeting Committee	--	1,000	--	6
Cable TV Committee	2,601	--	2,500	7
	7,844	6,366	7,856	
CIVIL DEFENSE				
Salary	1,300	1,400	1,400	8
Equipment-Ammo-Supplies	2,703	5,131	5,131	9
Uniforms	--	4,757	4,757	10
	4,003	11,288	11,288	
TOWN OFFICE				
Salaries	207,958	213,329	229,907	11
Expense	30,991	32,250	32,250	12
Equipment	8,849	5,000	5,000	13
Telephones	27,947	31,000	31,000	14
Gasoline	Trans.Indiv.Accts. --		--	15
Professional Services	--	17,000	17,000	16
	275,745	298,579	315,157	
WAYLAND TOWN BUILDING				
Salaries	37,181	39,412	42,565	17
Building Utilities	78,771	68,600	79,400	18
Expense	16,731	21,200	10,400	19
	132,683	129,212	132,365	
OTHER TOWN BUILDING-COCHITUATE				
Expenses	14,145	17,900	17,900	20
LOKER SCHOOL (Paid entirely from fees)				
Salaries	17,363	18,057	19,504	21
Expense	39,528	39,500	40,720	22
Capital Replacement	5,406	7,500	7,500	23
	62,297	65,057	67,724	
DATA PROCESSING				
Manager	28,444	30,800	30,800	
Computer Operator	12,122	2,000	2,000	
Total Salaries	40,566	32,800	32,800	24

	EXPENDED FY 1984	APPROPRIATED FY 1985	REQUESTED FY 1986	ITEM NO.
Expenses:				
Forms & Supplies	12,082	13,300	14,300	25
Engineering Fees	--	--	--	26
Education/Out of State Travel	2,100	200	1,700	27
Equipment:				
Rental and Repairs	28,211	25,200	25,200	28
New Computer Supplies & Programs	3,459	30,000	--	29
Professional Services:				
Computer	20,207	12,900	10,200	30
Total Data Processing	106,625	114,400	84,200	
TREASURER/COLLECTOR				
Treasurer/Collector Sal.	24,570	26,100	27,900	
Clerical Salary	24,403	26,143	28,581	
Total Salaries:	48,973	52,243	56,481	31
Expenses:				
Operating Expense	1,366	1,480	1,632	32
Tax Title Expense	2,091	4,900	4,900	33
Deputy Collector Expnse	1,000	1,000	1,000	34
Excise Tax Program	--	--	11,000	35
Total Treasurer/Collector	53,430	59,623	75,013	
ASSESSORS				
Salaries	4,599	4,600	4,600	36
Clerical	31,120	34,219	36,609	37
Expense	886	1,400	1,400	38
Professional Services	400	1,550	1,550	39
Property Reassessment	18,698	--	--	40
	55,703	41,769	44,159	
FINANCE COMMITTEE	100	100	100	41
PERSONNEL BOARD				
Expense	322	500	500	42
Adjustment Fund	15,000(Tr)	15,000	20,000	43
Handbook	--	--	500	44
	15,322	15,500	21,000	
TOWN COUNSEL				
Professional Services	125,013	82,000	80,000	45
Accrued Taxes	1,500	1,500	1,500	46
Legal Expenses	1,500	1,500	1,500	47
	128,013	85,000	83,000	

	EXPENDED FY 1984	APPROPRIATED FY 1985	REQUESTED FY 1986	ITEM NO.
REGISTRARS				
Salary	200	200	300	48
Listing	469	1,000	1,500	49
	669	1,200	1,800	
TOWN CLERK				
Town Clerk Salary	19,378	19,250	21,100	50
Town Clerk Added Comp.	800	400	400	51
Clerical	9,505	11,243	13,397	52
Expense	142	1,100	1,333	53
Book Binding	--	1,705	--	54
State Census	--	3,000	--	55
	29,825	36,698	36,230	
ELECTIONS				
Officers Salaries	1,330	1,900	1,370	56
Expense	740	750	375	57
	2,070	2,650	1,745	
PLANNING AND ENVIRONMENTAL ADMINISTRATION				
Administrator Salary	21,645	22,140	(Tr)23,500	58
Assistant Administrator Salary	--	5,000	(Tr)16,781	59
	21,645	27,140	40,281	
PLANNING BOARD				
Expense	3,015	5,459	5,400	60
Professional Services	5,050	5,000	2,000	61
Mainstone Evaluation	4,727	5,000	5,000	62
	12,792	15,459	12,400	
TOWN SURVEYOR				
Town Surveyor Salary	30,486	30,050	32,200	
Engineering Aides Sal.	37,164	40,309	23,720	
Total Salaries	67,650	70,359	55,920	63
Expense	2,176	2,040	2,340	64
Vehicle Expense	711	800	800	65
Computer System	--	--	70,000	66
Implementation Assistance	--	--	10,000	67
Total Town Surveyor	70,537	73,199	139,060	
CONSERVATION				
Expense	1,656	1,738	1,738	68
Professional Services	4,749	4,000	4,000	69
Vehicle Expense	303	350	350	70
	6,708	6,088	6,088	
Programs Paid Entirely From Fees:				
Community Gardens	1,235	1,700	1,525	71

	EXPENDED FY 1984	APPROPRIATED FY 1985	REQUESTED FY 1986	ITEM NO.
HISTORICAL COMMISSION				
Professional Services	330	180	292	72
Expense	526	932	822	73
Microscope	--	--	800	74
	856	1,112	1,914	
SURFACE WATER QUALITY	3,457	5,000	5,000	75
HISTORIC DISTRICT COMMISSION	3	25	25	76
TOTAL GENERAL GOVERNMENT	1,005,707	1,015,065	1,105,830	

	EXPENDED FY 1984	APPROPRIATED FY 1985	REQUESTED FY 1986	ITEM NO.
POLICE				
Salaries:				
Police Chief Salary	34,735	36,500	38,700	
Lieutenant	28,718	31,010	34,439	
Youth Officer Salary	24,519	25,444	27,125	
Sergeants Salary (5)	130,164	136,590	146,157	
Detectives Salary (2)	42,430	44,187	47,517	
Patrolmen Salary (12)	243,993	268,442	290,536	
Interns Salary	6,300	6,656	6,825	
Overtime Salary	56,540	52,000	56,000	
Holiday Salary	18,796	19,940	21,480	
School Traffic Super.	12,625	13,193	14,192	
Specials	2,612	2,600	2,900	
Court Time	11,163	10,000	12,000	
Clerk	15,733	16,972	18,104	
Night Differential	7,297	7,488	8,613	
Total Salaries	635,625	671,022	724,588	1
Expense:				
Operating Expense	10,446	11,410	8,510	2
Uniform Expense	9,298	9,165	11,210	3
Training Expense	9,302	18,000	20,200	4
Youth Officer Expense	774	800	800	5
Crime Prevention	120	300	300	6
Special Services Exp.	--	500	500	7
Annual Physicals	--	--	2,200	8
Equipment:				
Police Cars-Purchase	29,800	37,828	38,104	9
Vehicle Operation Exp.	11,355	13,000	13,000	10
New Equipment, Misc. & Office	2,195	1,320	1,320	11
Other Equipment	1,000	1,400	1,400	12
Equipment Maintenance & Repair	1,671	1,800	2,600	13
Vehicle Gasoline	27,688	32,700	32,000	14
Total Police Dept.	739,274	799,245	856,732	
FIRE				
Salaries:				
Chief Salary	36,132	38,200	38,500	
Deputy Chief Salary	26,418	27,734	29,871	
Captains Salary (3)	74,223	74,914	79,226	
Firefighters Salary (20)	391,017	419,930	451,275	
Longevity	3,700	3,800	3,850	
Incentive & EMT Pay	17,175	18,850	19,250	
Overtime	52,416	45,000	48,000	
Callback Pay	11,671	10,000	10,000	
Holiday Pay	25,983	27,494	29,584	
Callmen Hourly	3,472	5,000	5,000	
Callmen Annually	1,900	2,500	3,500	
Clerical - Part-time	1,528	1,500	2,500	
Total Salaries	645,635	674,922	720,256	15

	EXPENDED FY 1984	APPROPRIATED FY 1985	REQUESTED FY 1986	ITEM NO.
Operating Expense	7,073	6,000	6,200	16
Ambulance Expense	3,500	4,000	4,000	17
Fire Alarm System Exp.	3,293	2,500	2,500	18
Training and Education	1,700	1,700	1,700	19
Uniform Expense	9,202	9,400	9,600	20
Out of State Travel	92	300	300	21
Physical Exam	--	2,500	2,500	22
Equipment:				
Misc. Equipment & Hose	6,009	10,300	10,000	23
Equipment Maintenance	4,223	5,500	5,500	24
Equipment Rental	500	500	600	25
Vehicle Gasoline	8,000	8,000	8,000	26
New Ambulance	--	42,000	--	27
Car	--	--	7,000	28
Lift Truck	--	--	36,000	29
Total Fire Dept.	689,227	767,622	814,156	
INSPECTION				
Salaries:				
Building & Zoning Inspt. Salary	26,454	26,400	26,500	
Deputy Building Inspector	--	10,000	10,000	
Sub. Inspector Salary	1,500	1,500	1,500	
Wiring Inspector	7,130	7,130	7,558	
Gas Inspector	3,565	3,565	3,779	
Plumbing Inspector	4,065	3,715	3,929	
Clerical	27,857	22,486	26,042	
Sealer of Weights & Measures	193	1,000	1,000	
Total Salaries	70,764	75,796	80,308	30
Expense:				
Building & Zoning Exp.	1,820	1,705	1,705	31
Inspectors Expense	1,544	1,685	1,685	32
Zoning Board Expense	543	550	550	33
Sealer of Weights & Measures	--	200	200	34
Out of State Travel	--	150	150	35
Equipment:				
Vehicle Expense	408	400	400	36
Vehicle Purchase	2,181	--	--	37
Office Equipment	635	700	--	38
Vehicle Gasoline	253	400	400	39
Sealer of Weights & Measures	50	285	285	40

	EXPENDED FY 1984	APPROPRIATED FY 1985	REQUESTED FY 1986	ITEM NO.
Dog Officer:				
Dog Officer Salary	14,664	15,500	15,500	41
Dog Officer Expense	1,083	1,100	1,600	42
Board & Vet Fees	1,404	1,600	1,100	43
Vehicle Expense	800	770	700	44
Dog Van	--	--	10,000	45
Total Inspection	96,149	100,841	114,583	
JOINT COMMUNICATIONS				
Dispatchers Salary	114,398	121,836	131,940	46
Operating Expense	12,375	13,500	12,345	47
Bldg. Exp., Maint.&Repairs	37,994	25,000	12,300	48
Building Expense Utilities	30,500	28,000	42,600	49
Special Item: Building Repairs	--	9,625	--	50
Total Joint Communications	195,267	197,961	199,185	
TOTAL PROTECTION	1,719,917	1,865,669	1,984,656	

	EXPENDED FY 1984	APPROPRIATED FY 1985	REQUESTED FY 1986	ITEM NO.
BOARD OF HEALTH				
Salaries:				
Board Members	150	150	150	
Health Inspector	10,245	10,667	11,413	
Secretary to Board	14,445	15,834	17,804	
Environmental Engineer	17,800	19,580	20,657	
Detached Social Worker	32,002	32,250	34,150	
Ass't. Detached Social Worker	17,828	18,594	19,898	
Animal Inspector	630	630	665	
Total Salaries	93,100	97,705	104,737	1
Expense:				
Office Expense	2,706	4,390	4,500	2
In State Travel Expense	1,497	1,980	2,030	3
Social Worker Office Exp.	1,638	1,900	1,950	4
Contract/Professional Services				
Mental Health Clinics	30,500	28,695	34,782	5
Parmenter Nursing Care	112,661	116,133	119,036	6
Mosquito Control	12,700	6,915	7,088	7
Special Budget Items:				
Water Quality Study	1,000	1,500	1,500	8
Hazardous Waste Mngmt.	--	1,500	1,500	9
New Auto Social Worker	6,163	--	--	10
Total Board of Health	261,965	260,718	277,123	
HIGHWAY				
Salaries:				
Highway Superintendent	33,337	27,800	30,000	
Clerk Salary	15,660	16,500	18,419	
Highway Labor Salary (13)	201,342	245,898	270,952	
Overtime, Labor	42,347	39,000	42,000	
Total Salaries	292,686	329,198	361,371	1
Maintenance:				
Maintenance of Roads	39,787	40,000	50,000	2
Maintenance of Equipment	74,752	65,000	65,000	3
Highway Garage Maint.	2,999	--	--	4
Snow Removal	59,910	52,000	52,000	5
Contract/Professional Services:				
Care of Landfill	104,460	110,460	115,460	6
Contract Sweeping/Lease	19,295	18,000	18,000	7
Contract Basin Clean.	10,725	10,000	10,000	8

	EXPENDED FY 1984	APPROPRIATED FY 1985	REQUESTED FY 1986	ITEM NO.
Contract Line Painting	7,878	5,000	5,000	9
Landfill Misc.	7,050	7,650	7,650	10
Sidewalk Construction	16,740	--	--	11
Equipment:				
Equipment Misc.	6,738	7,000	7,000	12
Front End Loader	48,786	--	--	13
New Backhoe	--	--	55,000	14
Sidewalk Tractor	--	--	25,000	15
Trucks (Dump, Pickup)	--	--	32,000	16
Building Maintenance:				
Highway Garage Repair	2,000	1,600	1,600	17
Highway Garage Utilities	20,720	17,040	17,040	18
Other Garage Expense	--	2,400	2,400	19
Total Highway	714,526	665,348	824,521	
HIGHWAY-SEPTAGE FACILITY				
Salaries:				
Operator	36,301	26,300	25,400	
Assistant Operator	10,570	21,600	21,600	
Fringe Benefits	2,719	5,000	5,900	
Sick, Vacation Coverage	--	3,930	3,930	
Overtime	--	7,000	7,000	
Total Salaries	49,590	63,830	63,830	20
Expense:				
Expense-Utilities	36,383	42,400	42,400	21
Expense-Miscellaneous	5,000	5,000	5,000	22
Chemicals	12,849	45,000	45,000	23
Insurance	4,821	6,000	6,000	24
Equipment:				
Materials & Supplies	--	3,000	3,000	25
Maintenance	10,430	15,600	15,600	26
Energy	1,199	1,700	1,700	27
Building:				
Energy	6,684	10,000	10,000	28
Utilities	--	1,000	1,000	29
Total Highway-Septage Facility	126,956	193,530	193,530	
WELFARE (VETERANS)				
Vet. Benefit Appropr.	7,570	7,500	7,500	1
Miscellaneous	5,396	5,700	5,700	2
	12,966	13,200	13,200	

	EXPENDED FY 1984	APPROPRIATED FY 1985	REQUESTED FY 1986	ITEM NO.
SCHOOLS				
Regular Instruction 1	4,312,519	4,774,595	5,010,138	1
Special Instruction 2	1,172,289	1,325,133	1,360,838	2
Instructional Serv. 3	941,966	1,085,807	1,121,262	3
Operations Services 4	1,227,228	1,080,250	1,164,891	4
Police Admin. Serv. 5	339,728	341,672	331,328	5
Out of State Travel 6	6,779	9,925	8,925	6
	8,000,509	8,617,382	8,997,382	
REGIONAL VOCATIONAL SCHOOL	138,569	82,191	88,611	7
LIBRARY				
Salaries:				
Library Director	25,802	26,100	27,900	
Administrative Assistant	20,632	17,249	18,309	
Childrens Librarian	24,108	22,618	24,079	
Asst. Children's Librarian	--	--	18,309	
Library Assistants	84,280	59,290	16,234	
Pages Salary	6,054	8,844	9,502	
Clerks Salary	14,193	7,763	5,020	
Custodian Salary	13,057	14,010	15,520	
Reference Librarian	105	--	1,151	
Tech. Services & Ref.	1,916	21,655	23,978	
Circulation Supervisor	--	17,199	18,309	
Cochituate Clerks	--	--	4,179	
Catalogue Assistant	--	--	8,524	
Library Asst. Part-time	--	--	8,404	
Cochituate Coord. Part-time	--	--	11,337	
Total Salaries	190,147	194,728	210,755	1
Operating Expense	24,999	25,000	26,025	2
Out of State Travel	500	500	500	3
Tuition Reimbursement	500	500	500	4
Equipment	--	--	--	5
Materials Purchase	35,358	35,500	39,000	6
State Aid, Materials	6,000	6,000	6,000	7
Refurbishing	-84	--	--	8
Building Repairs	1,379	--	--	9
Library Automation	7,215	30,000	10,000	10
Total Library	266,014	292,228	292,780	
PARK & RECREATION				
Salaries:				
Superintendent	31,829	32,900	35,400	
Labor (8)	124,080	136,401	146,121	
Clerical Regular	21,267	20,166	22,571	
Beach Supervisor	--	--	--	
Specialists	119	750	750	
Officials Salaries	108	750	750	
Total Salaries	177,403	190,967	205,592	1

	EXPENDED FY 1984	APPROPRIATED FY 1985	REQUESTED FY 1986	ITEM NO.
Expense:				
Repairs & Misc.	31,445	32,120	34,783	2
Materials & Supplies	7,435	7,648	8,000	3
Uniform Expense	2,352	2,350	2,500	4
Tree Planting	90	1,000	1,000	5
Building Repairs & Maint.	1,690	--	--	6
Recorded Services	393	400	450	7
Playground Apparatus Part	54	500	1,000	8
Travel & Dues Instate	395	500	500	9
Travel Out of State	745	850	850	10
Equipment:				
Misc. Small Equip.	1,803	1,500	1,800	11
Mower	10,000	--	--	12
Repair Supplies & Equip.	3,201	3,300	3,800	13
Leaf & Snow Blower	--	1,850	--	14
Mill Pond Vehicle	--	1,000	--	15
Building Repairs, Lighting, etc.	2,000	2,000	2,000	16
Contract/Professional Services:				
Tree Trimming	23,544	16,000	17,000	17
Public Works Expense	2,899	5,103	4,000	18
Dutch Elm Disease Exp.	1,750	1,500	1,000	19
Oil Beach Parking Lot	--	1,300	--	20
Screener	--	1,000	--	21
Total Park & Recreation	267,199	270,888	284,275	
Programs Paid Entirely From Fees:				
Fee Supported Programs	97,326	80,508	129,700	22
UNCLASSIFIED				
Insurance General	180,032	168,000	168,000	1
Insurance 32B	374,814	400,000	400,000	2
Unemployment Compensation	43,223	40,000	20,000	3
Street Lighting	69,057	67,000	70,000	4
Hydrant Rental	16,000	16,000	24,000	5
Finance Committee Report	15,813	10,000	10,000	6
Reserve Fund	--	121,360	117,000	7
Public Ceremonies	1,103	1,200	1,200	8
Town Meeting Notices	4,001	5,000	5,000	9
Surety Bonds	957	1,000	1,000	10
Town Clocks	--	200	200	11
Council on Aging	7,560	7,426	7,426	12
Non Contributory Pension	26,932	21,500	21,500	13
Pension Disability Account	17,925	10,000	10,000	14
Pension Funding	50,000	75,000	100,000	15
Occupational Health Nurse	9,499	9,500	9,500	16
Employee Assistance Program	--	6,000	6,000	17
	816,916	959,186	970,826	

	EXPENDED FY 1984	APPROPRIATED FY 1985	REQUESTED FY 1986	ITEM NO.
DEBT AND INTEREST				
Interest:				
Bond Anticipation Notes Misc.	9,934	15,000	20,000	1
Bond Anticipation Notes Exempted	--	35,000	--	2
FAAN	25,786	2,500	12,000	3
Anticipation Revenue	8,331	10,000	10,000	4
Schools:				
1972-1,050,000 School	20,250	18,000	15,750	5
1976-900,000 School	17,168	12,263	7,358	6
New Town Building	36,219	27,432	18,644	7
Multi Purpose Bond Issue 1984	45,000	28,050	20,550	8
Old Conn Path Paydown-Exempted	--	21,112	--	9
Multi Purpose Bond Issue 1985 Exempted	--	--	57,200	10
Multi Purpose Bond Issue 1985 Non-Exempt	--	--	16,000	11
Maturing Debt:				
1972-1,050,000 School	45,000	45,000	45,000	12
1976-900,000 School	90,000	90,000	90,000	13
New Town Building	185,000	185,000	185,000	14
Bond Issue Sale Expense	10,765	15,000	--	15
Multi Purpose Bond Issue 1984	--	125,000	125,000	16
Registered Bond Transfer Cost	--	1,200	2,500	17
Multi Purpose Bond Issue 1985	--	--	10,000	18
Multi Purpose Bond Issue 1985 Exempted	--	--	75,000	19
	493,453	630,557	710,002	
GRAND TOTAL	13,922,023	14,946,470	15,871,536	

ARTICLE 6. COMPENSATION OF ELECTED OFFICERS

Proposed by: Board of Selectmen

Estimated Cost: $27,775

Article 6. To see if the Town will fix the salary and compensation of all elected officers of the Town pursuant to G.L. Chapter 41, Section 108, to be effective July 1, 1985, which salary and compensation are printed in Appendix C of the Warrant for the April 4, 1985 Annual Town Meeting.

COMMENTS: The salary recommendations are as indicated in the budget. The Finance Committee recommends that they be made effective July 1, 1985. Appendix "C" of this report sets forth the individual salaries.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 41, Sec. 108

ARTICLE 7. TO APPROPRIATE FOR WATER DEPARTMENT

Proposed by: Water Commissioners

Article 7. To see if the Town will appropriate a sum of money for the Water Department to be expended pursuant to the authority of the Water Commissioners; to determine whether such appropriation shall be provided by taxation, by appropriation from available funds, by transfer of funds already appropriated for another purpose, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: This Article provides funds according to the proposed budget below for the operation of the Water Department for the coming Fiscal Year 1986.

WATER DEPARTMENT

	EXPENDED FY 1984	APPROPRIATED FY 1985	RECOMMENDED FY 1986
Salaries:			
Commissioners (3)	225	225	225
Superintendent	31,035	32,600	35,400
Labor	120,623	129,966	138,088
Town Office	28,299	30,389	33,338
	180,182	193,180	207,051
Maintenance	189,151	203,850	205,200
Equipment			
1/2 Ton Truck	--	7,500	7,500
Special Budget Items			
New Well & Pumping Station	50	10,000	--
Meter Renewal	2,106	10,000	10,000
Purge Wells	7,766	--	--
Test Wells	635	--	--
TOTAL WATER DEPT.	379,890	424,530	429,751

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - see Mass G.L. Ch. 40, Sec. 5, Ch. 44, Sec. 33B

ARTICLE 8. PURCHASE SCHOOL BUS

Proposed by: School Committee

Estimated Cost: $23,000 (net of trade-in)

Article 8. To see if the Town will appropriate the sum of $23,000 (net of trade-in of a 1978 65-passenger school bus) to be expended by the School Committee for the purpose of purchasing a new replacement school bus; and that such sum be provided by transfer of available funds in General Fund Unreserved Fund Balance; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the School Committee to see if the Town will replace one of the three Town-owned school buses.

The School has a policy of retaining its buses for seven years. School buses are regularly driven by the same driver and maintained by the Town's mechanics on a regular basis. The bus the School Department expects to trade in has over 130,000 in mileage. The other Town-owned buses were purchased in 1979 and 1983. The Town-owned buses are used by the Junior High and High School athletic teams, each of the four schools for field trips, the Senior Citizens for trips, and the Park and Recreation Department. Groups using a bus pay for the driver's time and the gas used.

The Capital Planning Committee recommends this purchase.

ARGUMENTS OPPOSED: The Town does not need to own three 65-passenger school buses. If the buses are so well cared for, the Town should get more than seven years out of each bus.

ARGUMENTS IN FAVOR: The bus transports children and adults, and the Town should be sure that each bus is as safe as possible. The bus transports athletic teams and groups long distances and often at night. It should be trustworthy and free from break-downs. There is considerable savings to groups using the bus as opposed to obtaining a bus on a charter.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUENTUM OF VOTE: Majority - see Mass. G.L. Ch. 40, Sec. 5, Ch. 44, Sec. 33B

ARTICLE 9. COMPUTER EQUIPMENT FOR SCHOOLS

Proposed by: School Committee

Estimated Cost: $40,000

Article 9. To see if the Town will appropriate a sum of money to be expended by the School Committee for the acquisition of additional new instructional computer equipment to be used by the School Department; and to determine whether such money shall be provided for by taxation, by appropriation from available funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or Federal government, by borrowing under the provisions of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant again this year by the School Committee to see if the Town will continue to support a computer-literacy program already underway in the school system, by providing funds for the purchase of additional microcomputers. The language of the Article and the text of these comments follows closely Article 6, approved at the 1983 Annual Town Meeting. It is a continuing program of three-years duration.

The procurement and use of this equipment follows a long-range School Committee plan entitled Report and Recommendations for Instructional Computer Applications. The overall goal for this program is to ensure that Wayland students at all levels develop familiarity and skills with computers in a variety of applications. The plan projects capital expenditures totalling approximately $126,000 over three years in order to bring the level of computer equipment up to the point where there will be adequate facilities to meet the needs of the program. Funding has been provided under Town appropriations at the 1982 and 1983 Annual Town Meetings, together with Federal grants and PTO gifts.

This Article requests $40,000 to implement the third and final stage of the plan. It is also hoped that the program will be supplemented by more grant and gift monies. The previous purchases have concentrated on the K-8 program. Ninety percent of this appropriation will be spent in the High School. The equipment to be purchased will be 22 Apple computers and four printers.

The Finance Committee believes that the Wayland School System is taking a responsible approach to fulfill its requirement for student computer literacy.

ARGUMENTS OPPOSED: The tight financial constraints on the Town in the forthcoming year are not amenable to the purchase of school computer equipment.

ARGUMENTS IN FAVOR: Experience gained in the first two years has already substantiated the merits of the plan. Suspension of the plan in its last year, affecting an entire segment of the school system, is unwise.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 40, Sec. 5, Ch. 44, Sec. 33B

ARTICLE 10. REPLACE CARPETS IN JUNIOR HIGH SCHOOL

Proposed by: School Committee

Estimated Cost: $42,000

Article 10. To see if the Town will appropriate the sum of $42,000 to be expended by the School Committee for the purpose of replacing worn-out carpets at the Junior High School; and that such sum be provided by transfer of available funds in the Junior High School Building Fund; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the School Committee to see if the Town would authorize a transfer of $42,000 from the Junior High School Building Fund, remaining in the original construction fund, to replace the carpet at the Junior High School.

The Junior High School was built in 1972 and the present carpet is the original floor covering. It is very badly worn and patched in many areas. The area for the new carpet covers the Library and all the open space areas of the Junior High School, approximately 36,000 square feet. Estimates for replacing the carpet with an industrial type carpet are approximately $10.50 per square yard.

ARGUMENTS OPPOSED: None of merit.

ARGUMENTS IN FAVOR: The rug is a safety hazard to the people using the school.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 44, Sec. 20.

ARTICLE 11. PURCHASE TRANSPORTATION SERVICES FOR HANDICAPPED

Proposed by: Ad Hoc Transportation Committee for the Handicapped and Elderly

Estimated Cost: $24,000

Article 11. To see if the Town will appropriate $24,000 to be expended by the Council on Aging to purchase transportation services from a regional transportation company in order to provide handicapped accessible transportation for Wayland's handicapped and elderly citizens, and to expand the existing Wayland Housing Authority transportation service to the Town's elderly; to determine whether such money shall be provided for by taxation, by appropriation from available funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or Federal government, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: This Article was submitted by the Wayland Ad Hoc Transportation Committee for the Handicapped and Elderly, to see if the Town will approve funding for new transportation services for Wayland's handicapped and elderly citizens. The Committee was formed this year by a group of concerned individuals and representatives from the Council on Aging, the Housing Authority, and Parmenter Health Center.

Current transportation services are provided through use of the Housing Authority van, which is not handicapped-accessible. This Article seeks $21,000 to hire handicapped-accessible transportation services on a contract basis from a non-profit agency. The actual cost will depend upon usage. Users of the service will be charged a fee, but the fees will not be high enough to fully fund the program. The funds will be administered by the Council on Aging, and the trips will be scheduled by the Ad Hoc Committee to maximize efficiency.

Some transportation services are provided for the elderly by the Council on Aging. Federal subsidy for this program has been reduced over the years, and the Town budget has picked up some of the difference. This Article seeks to add $3,000 to the $3,366 already budgeted for this program by the Council on Aging.

This new program deserves Town support on a trial basis. After the benefit of operating for a year the sponsoring Committee will have developed standards and policies against which future years' programs and funding might be judged.

If this Article is approved and the program proves successful by the Committee's standards, funds to maintain the program would be added to the Council on Aging budget in future years.

ARGUMENTS OPOSED: This is a new program, with ongoing budget impact, benefitting small percentage of Wayland's citizens.

ARGUMENTS IN FAVOR: Wayland's handicapped and elderly citizens place relatively minor demands on Town services in return for their tax dollars. This program would deliver a valuable service at a reasonable cost.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 40, Sec. 5, Ch. 44, Sec. 33B

ARTICLE 12. GREAVES FUND INCOME

Proposed by: Board of Selectmen

Article 12. To see if the Town will direct the Commissioners of Trust Funds to follow the request of Mr. Robert S. Sturgis that from this date forward the major proportion of the income from the sum of the principal and accumulated income as of this date from the Evelyn M. Greaves Memorial Fund, the rest being returned to principal, shall be devoted each year to the school children of Wayland and to their direct experience with the visual and performing arts and artists, the judgment as to how the funds will be administered to be made by the Board of Selectmen annually; and that the Town in all other respects votes to affirm the original acceptance of the gift of $5,000 made by Mr. Sturgis and accepted at the Annual Town Meeting of March 5, 1958; or take any action relative thereto.

COMMENTS: In 1958, Mr. Sturgis donated to the Town the sum of $5,000 to honor Evelyn Greaves. He stipulated that the gift was to be used to erect a memorial plaque and "some permanent feature ... not ordinarily provided ...", both to be placed in a school building which it was expected would be erected on land once owned by Mrs. Greaves, called the Alpine Road Site.

Mr. Sturgis has concluded that it is unlikely that a school will ever be built on this site. He has suggested that an alternative use, consistent with his intention that the gift be a memorial associated with education which would "contribute to the life and spirit of the school and ... would not ordinarily be provided for under the Town's appropriations", be found for the fund which now stands at approximately $23,000.

The Article, which is supported by Mr. Sturgis, would place responsibility for spending the income from the fund each year in the hands of the Board of Selectmen. As he states in his letter of November 3, 1984, to the Board of Selectmen, the program of the Wayland Cultural Enrichment Committee is the kind of program he believes would best honor the memory of Mrs. Greaves. That Committee reviews programs, performers and events available to the schools, and assists in booking and scheduling. The corpus of the fund would remain intact, and a minor portion of the income, as determined by the Selectmen each year, would be added to the principal to protect against inflation and to insure the permanence of the memorial.

ARGUMENTS OPPOSED: Legally, perhaps the Town could select some other or better use of the money in spite of Mr. Sturgis's wishes.

ARGUMENTS IN FAVOR: The funds are at present not benefitting Wayland students as was originally intended. Mr. Sturgis initiated this action and provided the major portion of the text of the Article.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority

ARTICLE 13. RECONSTRUCT PORTION OF STONEBRIDGE ROAD

Proposed by: Road Construction Committee

Estimated Cost: $350,000

Article 13. To see if the Town will appropriate a sum of money to be expended by the Road Construction Committee for the construction, reconstruction and/or improvement of Stonebridge Road, including the construction of a walkway, from Anthony Road to Old Stonebridge Road; to determine whether such money shall be provided for by taxation, by appropriation from available funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or Federal government, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: As a result of funds' being appropriated at two separate Town Meetings in 1983, engineering plans for reconstruction of Stonebridge Road from Anthony Road to Oak Hill Road, including construction of a walkway which will extend beyond Oak Hill to Old Stonebridge Road, are now 100% completed and the project is ready to go to bid. (The portion of Stonebridge Road from Old Connecticut Path to Anthony Road was completed earlier.)

Plans call for a 20-foot road with 1-foot berms. Total length is to be approximately 3,000 feet. The walkway will have a 5-foot width and extend an additional 450 feet. The estimated costs include a 1,700-foot vinyl-coated chainlink fence for the protection of both walkers and abutters.

It is estimated that the reconstruction would be completed by November, 1985. The reconstruction costs will be met by long-term borrowings, which if repaid over a ten-year period at prevailing interest rates, would average ten cents per year on the tax rate.

The Finance Committee believes these expenditures are financially prudent and follow the intent to upgrade Wayland's roads, as expressed by the voters in accepting the report of the Road Policy Committee and by creating the Road Construction Committee (Article 13, 1982 Annual Town Meeting).

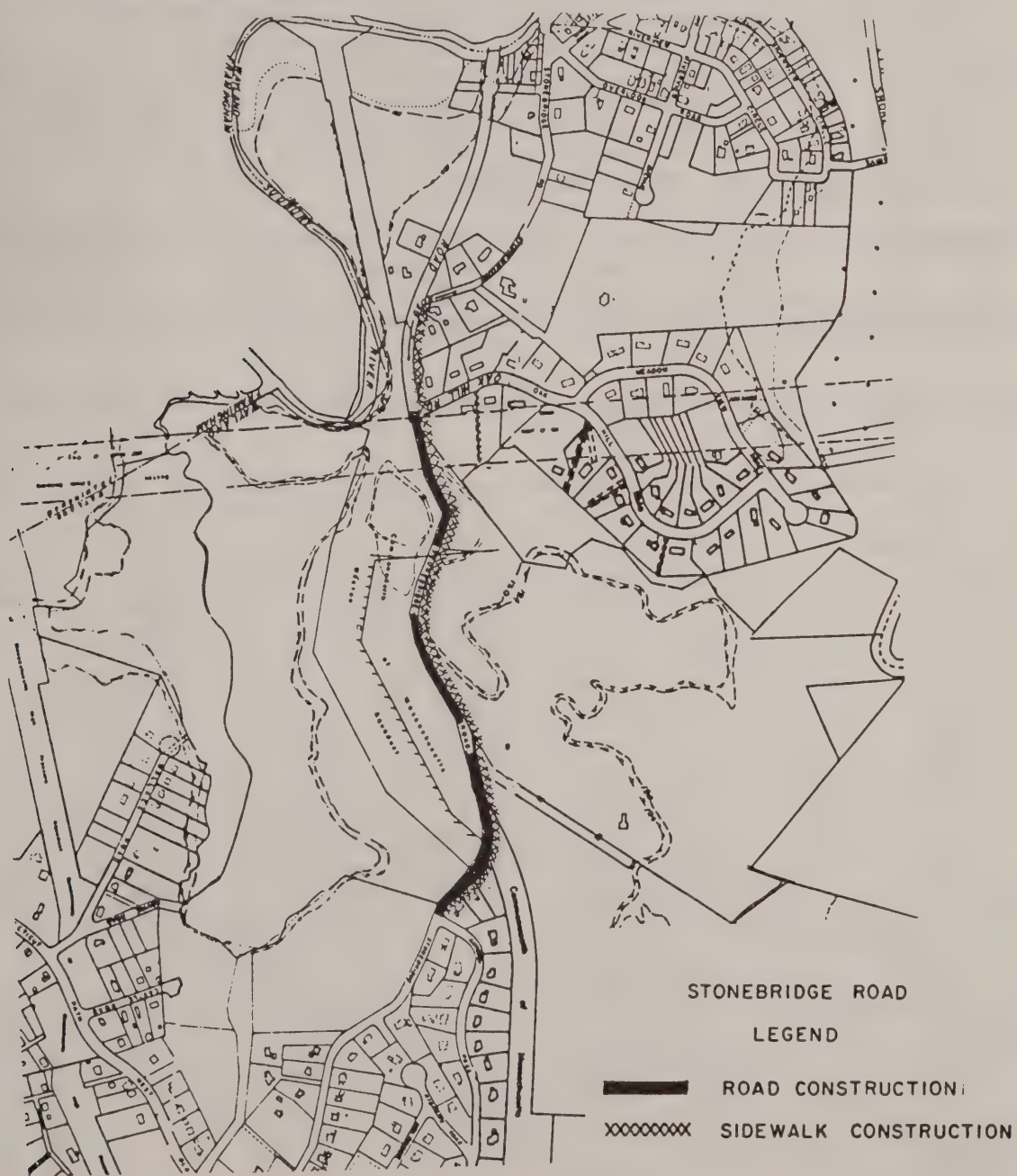
The plans that have been developed reflect the neighborhood's concerns and there is neighborhood support for the reconstruction because of the severe safety hazards that currently exist.

ARGUMENTS OPPOSED: In a time of tight financial constraints, expenditure of funds for the reconstruction of the Town's roads represents a burden on the Town.

ARGUMENTS IN FAVOR: The Town has indicated a serious concern about the condition of the roads in Town through its support of the Road Policy and Road Construction Committees. This road has been identified as having major problems and is at the top of the priority list for repair.

RECOMMENDATION: The Finance Committee recommends approval of the Article, contingent upon passage of the road debt exclusion referendum (2 1/2 override).

QUANTUM OF VOTE: Two thirds for borrowing - see Mass. G.L. Ch. 44, Sec. 7



ARTICLE 14. REPAIR EAST PLAIN STREET

Proposed by: Road Commissioners

Estimated Cost: $92,500

Article 14. To see if the Town will appropriate a sum of money to be expended by the Road Commissioners to repair East Plain Street from School Street to Main Street, and to determine whether such money shall be provided for by taxation, by appropriation from available funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or Federal government, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: This Article seeks funds to rebuild East Plain Street (about half a mile). The entire cost of the project is estimated to be $146,650. A grant for $54,150 has already been received, and only the remaining $92,500 need be appropriated. Of this amount, 75% state reimbursement is expected, so that the net cost to the Town for the project would be about $23,000.

ARGUMENTS OPPOSED: None considered

ARGUMENTS IN FAVOR: This road carries a significant amount of traffic, and its condition is declining rapidly.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 40, Sec. 5, Ch. 44, Sec. 33B

ARTICLE 15. INSTALL DRAINAGE - SHAW DRIVE

Proposed by: Road Commissioners

Estimated Cost: $18,000

Article 15. To see if the Town will appropriate a sum of money to be expended by the Road Commissioners, to install approximately 500 feet of drainage and appurtenant structures on Shaw Drive; and to determine whether such money shall be provided for by taxation, by appropriation from available funds, by transfer of funds already appropriated for another purpose, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

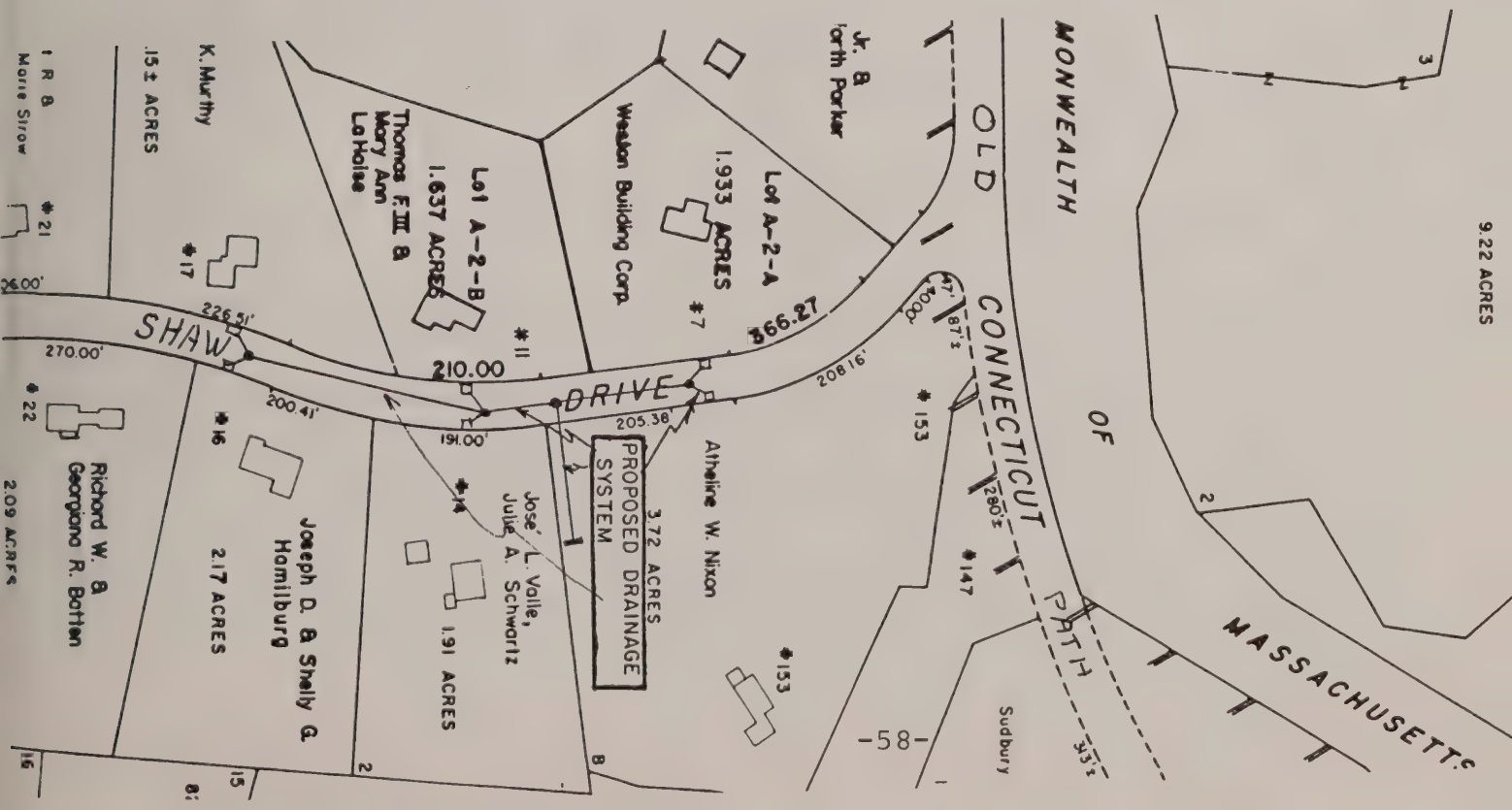
COMMENTS: This Article seeks funds to install drainage pipes and related structures along a section of Shaw Drive near Old Connecticut Path. This end of Shaw Drive enters Old Connecticut Path down an incline and from an angle, and is travelled by school buses. The area is a safety hazard in winter, when standing water in the roadway freezes into large ice patches. Also, the drainage problem is damaging the road and, if left uncorrected, will require major expenditures for road repair.

ARGUMENTS OPPOSED: There may be other projects of higher priority.

ARGUMENTS IN FAVOR: The lack of drainage is creating a hazard, and correcting the problem now would cost less than rebuilding the road later.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 40, Sec. 5, Ch. 44, Sec. 33B



ARTICLE 16. BETTERMENT - LAKESHORE DRIVE AND CASTLEGATE ROAD

Propopsed by: Road Commissioners

Estimated Cost: $192,000

Article 16. To see if the Town will appropriate a sum of money to be expended by the Road Commissioners for the planning, engineering, design, layout and construction of certain betterments of Lakeshore Drive from Mansion Road to Castlegate Road and including Castlegate Road Extension, so called, with betterments to be assessed upon the owners of land abutting the ways in accordance with G.L. Chapter 80 and the Road Commissioners' Rules and Regulations Governing Betterments on Ways, and for an order of layout, if necessary, pursuant to G.L. Chapter 82; and to determine whether such money shall be provided for by taxation, by appropriation from available funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or Federal government, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the Road Commissioners, to see if the Town will appropriate funds to improve sections of Lakeshore Drive and Castlegate Road. The funds will be 50% reimbursed by the abutters under the Betterment Act. Each abutter's share will be proportional to frontage on the improved road, and the betterments will be assessed on the abuttors' tax bills over a period of 20 years. Since Town land abuts part of the roadway to be improved, the Town's share will be somewhat more than 50% of the toal cost.

Between 1967 and 1974, a number of roads were improved under the Betterment Act, at an average cost of $20,000 per year. In recent years, betterment requests were put on hold while a policy for dealing with them was developed by the Road Commissioners and the Selectmen. The Lakeshore Drive and Castlegate Road abutters have been waiting a long time for a chance to improve their roads.

This Article presents a unique opportunity to coordinate a long-awaited road improvement project with a State-subsidized pond improvement project. The Dudley Pond stormwater management project is the subject of a Special Town Meeting article appearing earlier in this Warrant. If the pond project is approved, drainage work will be performed on Lakeshore Drive which will dovetail with the road construction work anticipated by this Article. The combined projects will cost the Town and the abutters less money than the two projects would cost if performed separately.

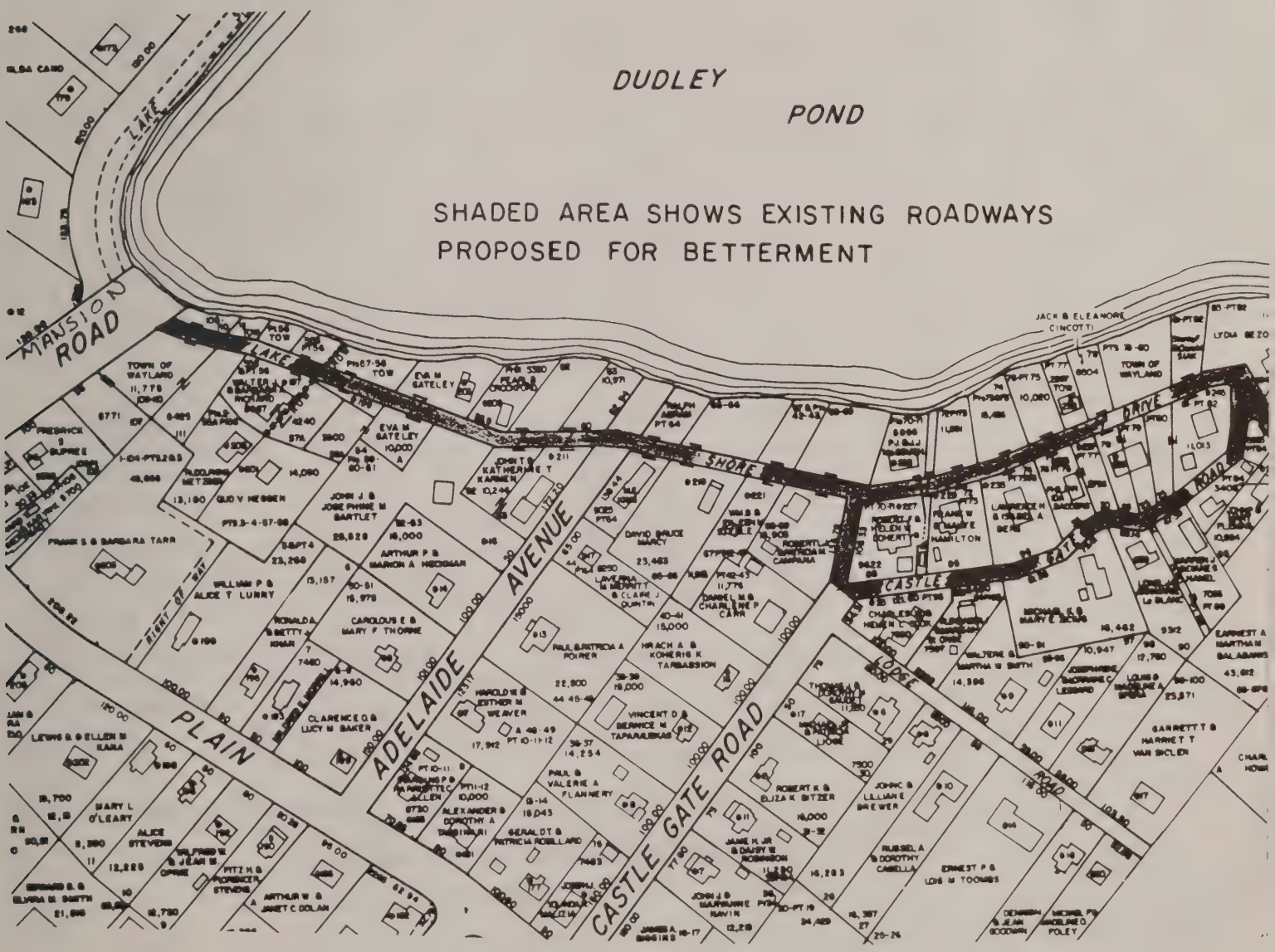
If the stormwater project is not approved, the cost of these road improvements is estimated to be $192,000, $109,500 of which will ultimately be borne by the Town. If the stormwater project is approved, only $120,000 need be appropriated under this Article, $68,400 of which is the Town's share.

ARGUMENTS OPPOSED: Financial austerity only.

ARGUMENTS IN FAVOR: The abutters have been waiting for these improvements for a long time. The betterment process offers a way to share the costs fairly. This project will cost less if combined with the Dudley Pond project.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Two-thirds for borrowing - see Mass. G.L. Ch. 44, Sec. 7



ARTICLE 17. ENGINEERING DESIGN OF SQUIRREL HILL & SEARS ROADS DRAINAGE

Proposed by: Petitioners

Estimated Cost: $15,000

Article 17. To see if the Town will appropriate a sum of money to be expended by the Road Commissioners to fund an engineering study and design of a drainage system to eliminate flooding in the Squirrel Hill Road and Sears Road areas; and to determine whether such money shall be provided for by taxation, by appropriation from available funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or Federal government, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by petition and calls for the funding of an engineering study and design of a drainage system to eliminate flooding in a section of Squirrel Hill Road. A rough estimate by the Highway Department indicates that the plans might cost $15,000 and that the construction of the drainage could cost $200,000 to $300,000.

Four homes are affected directly and possibly another four are less seriously affected.

Stormwater run-off from a natural basin of 60 acres accumulates in a swamp at the end of Squirrel Hill Road from which there is no exit, brook or drain. The water is directed to the swamp by the natural overland flows and through drains in Town streets. No water from beyond the natural basin is introduced into the swamp by the street drains, according to a study by the Highway Department.

The decision of the Town with respect to Squirrel Hill can be expected to establish a significant precedent for the future with respect to the numerous homes in Town with similar flooding problems. As an indication of the extent of the problem last year, the Fire Department pumped about 100 basements during an especially wet season. So too, homes abutting the Sudbury River suffer occasional serious flooding.

The Town may have some moral obligation with respect to Squirrel Hill, but even that matter is not free from doubt. Some sharing of the costs might be a reasonable solution since the value of the affected homes will be substantially increased.

The Finance Committee believes that a betterment assessment paid partly by the Town and partly by those who may benefit might be workable.

ARGUMENTS IN FAVOR: Only Town resources can solve such a serious problem.

ARGUMENTS OPPOSED: Benefits accrue to too few homeowners. The Town has no obligation to improve private land.

RECOMMENDATION: The Finance Committee does not recommend approval of the Article but recommends that the Board of Road Commissioners should establish a Drainage Betterment Policy, under which this problem could be addressed.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 40, Sec. 5, Ch. 44, Sec. 33B

ARTICLE 18. ADDITION TO LIBRARY

Proposed by: Board of Library Trustees

Estimated Cost: $1,254,000 to be funded through sale of Town bonds

Article 18. To see if the Town will vote to appropriate a sum of money to be expended by the Board of Library Trustees for preparing bid documents, constructing, equipping, and furnishing an addition to the Main Library Building and for remodeling space within the existing building to provide additional space and improved facilities to meet the library needs of the Town; to determine whether such an appropriation shall be provided by taxation, by appropriation from available funds, by transfer of funds already appropriated for another purpose, by borrowing under the provisions of Chapter 44 of the General Laws or otherwise; or take any action relative thereto.

COMMENTS: This Article calls for the appropriation of $1,254,000 to fund an addition to the Wayland Library. The Wayland Library, founded in 1848, is the Commonwealth's oldest tax-supported public library. The existing building, a gift of Warren G. Roby, a Wayland resident of the time, was erected in 1900. Basement improvements for public use were made in 1966 and 1977; an elevator was added in 1978. Other than these items, the building is unchanged from its original construction.

Planning for the proposed addition began at the December, 1983, Special Town Meeting which appropriated $25,000 for preliminary drawings and architectural work. The Trustees and the Library Building Planning Committee will make a full presentation of the architectural details at the Town Meeting.

The existing structure is over-crowded with inadequate space for both book collections and users. From a purely statistical viewpoint, library usage in Wayland is equal to or above that of neighboring towns using the normal measure of annual circulation per capita. Similarly, the structure is less than one-half the floor area found in these same towns. The following table provides these details:

Town	Population	Circulation	Per Cap. Circulation	Bldg.Area Sq. Ft.	Bldg. Expanded
Wayland	12,454	162,717	13.06	6,700	No
Lynnfield	11,500	145,000	12.6	11,850	Yes
Concord	16,295	245,000	15.0	30,000	Yes
Westborough	13,500	116,725	8.65	20,000	Yes
Sudbury	14,017	173,939	12,4	14,500	Yes
Stoneham	21,673	180,000	8.3	21,000	Yes
Bedford	13,067	112,000	8.6	15,000	New
Westwood	13,212	160,060	12.1	17,000	Yes
Weston	11,478	136,933	11.9	7,000	No*

*A new library in Weston in the planning stage.

The limited seating and unsatisfactory congestion within the building are clear to all who use it. Book shelving is only adequate for 45,000 volumes rather than the 60,000 volumes in the collection. The extra volumes are stored on the floors, in corners, even on window ledges. Under existing conditions, no new books can be added without a matching discard from the present collection.

The addition will increase the existing floor area of 6,700 square feet by 6,000 square feet to a total of 12,700. Book stacks will be increased to a capacity of 75,000 volumes.

Although some suggestions have been made that the project be funded by gifts, a project of this size clearly is beyond the capacity of any fund-raising committee. It is a public building which will require public funding. The Library Trustees have undertaken a fund-raising program to help reduce the cost to the Town, and hence, the amount of money to be borrowed. The Trustees believe that perhaps $75,000 could be raised in such a manner.

If approved by the voters, the construction costs would be paid for with a ten-year bond. Assuming that the full amount of the project, $1,254,000, is borrowed, debt service will be about $212,500 in the first year - about thirty-five cents on the tax rate. The first payment would fall due in 1989 at a time when other debt obligations with debt service payments of a similar amount will have been paid.

Although the building is in sound condition, the furnace appears to be in need of repair, and there were two electrical fires in 1984.

It is anticipated that the Board of Selectmen will place the library addition as an item on the override referendum which would allow for the financing of the project outside of Proposition 2 1/2 limits, leaving room inside the limits for other future borrowings to maintain existing facilities.

ARGUMENTS OPPOSED: Funds committed for this project may reduce funds available for other Town requirements of higher priority.

ARGUMENTS IN FAVOR: The building is inadequate for the size of of the Town and current usage. No alternative workable space has been located.

RECOMMENDATION: The Finance Committee recommends approval of the project provided it is approved by the voters on the override referendum.

QUANTUM OF VOTE: Two-thirds for borrowing - see Mass. G.L. Ch. 44, Sec. 7

WAYLAND FREE LIBRARY WAYLAND, MASS.

WEST

SOUTH

SCALE

0 4 8 16

ELEVATIONS

December 1984

A.Anthony Tappé and Assoc.

-65-A-

ARTICLE 19. AMEND ZONING BY-LAWS - LIMITED COMMERCIAL ZONE

Proposed by: Petitioners

Article 19. To see if the Town will vote to amend its Zoning By-laws by rezoning from Single Residence District to Limited Commercial District an area bounded on the northeast by the Town of Wayland Landfill, on the south and southwest by land of Robert A. Waters (Longfellow Center) and on the northwest by the Sudbury Training Field as shown on a plan entitled "Compiled Plan of Land in Wayland, Mass. showing proposed conveyance to Sudbury Racquet Club, Inc." dated July 21, 1973 by Francis H. McCarran Jr. on file at the South Middlesex Registry of Deeds as Plan 1587 of 1973 in Book 12568, Page 588; or take any action relative thereto.

COMMENTS: This Article has been placed in the Warrant to see if the Town will vote to amend its Zoning By-laws to rezone to Limited Commercial District the property on which the Longfellow Tennis and Fitness Club is located. The property is currently zoned as a Single Residence District and operates under a special permit. The surrounding property is not zoned residential but rather for business purposes and for land fill.

The reason for the request to rezone is to satisfy a requirement by their bank so as to obtain more favorable terms on a loan.

Permitted uses of the proposed zone include farms, greenhouses, schools, churches, fire stations, parks and art museums. Uses specifically not permitted are such uses as dwellings, accessory buildings, housing for elderly, conservation cluster development, shops of builders, etc., retail stores, service establishments, restaurants, automobile dealers and gas stations. Uses permitted with Special Permits and/or Site Plan Approval are such uses as accessory buildings for use by trades, municipal buildings, lodges or clubs, railroad and bus stations, cemeteries, resident's business offices, business offices - general, resident trades, livery, owner's roadside stands, light manufacturing, research laboratories and warehousing.

ARGUMENTS OPPOSED: This amendment of the By-Laws will more firmly place this property in commercial use.

ARGUMENTS IN FAVOR: This re-zoning will bring this property into alignment with what is, effectively, de facto a Limited Commercial District and make the business more viable.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Two-thirds - see Mass. G.L. Ch. 40A, Sec. 5

ARTICLE 20. AMEND BY-LAWS - WETLANDS PROTECTION

Proposed by: Conservation Commission

Article 20. To see if the Town will amend its By-Laws by adding a new Article 27 entitled "Wetlands Protection" as follows:

1) PURPOSE

The purpose of this Article (hereinafter referred to as "this by-law") is to protect wetlands, ponds, streams, land subject to flooding, and the banks of ponds and streams by controlling certain activities in or near such areas, thereby preserving certain values associated with such areas (public or private water supply, groundwater supply, fisheries, shellfisheries, wildlife habitat, recreational values, and esthetic values) and preventing the occurrence or aggravation of certain adverse effects which may occur when such areas are altered (flooding, storm damage, water pollution, erosion, sedimentation, acceleration of runoff, and loss of groundwater recharge). Preservation of the values and prevention of the occurrence or aggravation of the adverse effects listed in the preceding sentence are collectively referred to in this by-law as "the interests identified in Section (1)."

2) SUMMARY

Except for those activities which are either exempted from regulation pursuant to Section 4 hereof or are determined pursuant to Section 5 hereof to not require further action under this by-law, no activity subject to this by-law (as defined in Section 3 hereof) may be performed by any person within the Town of Wayland in any wetland, pond, or stream or on any bank bordering a pond or stream, or within 100 feet of any of the aforesaid areas, or on any land subject to flooding, unless said person has filed with the Wayland Conservation Commission (the "Commission") written notice of his intent to perform such activity and has received and complied with an Order of Conditions issued by the Commission.

3) ACTIVITIES SUBJECT TO THIS BY-LAW

Activities subject to this by-law are those which will change the function, condition, or physical characteristics of a protected area listed in Section (1). Changes in the function, condition, or physical characteristics of protected areas include but are not limited to:

a) Changing of pre-existing drainage characteristics, flow patterns, or flushing characteristics.

b) Changing of sedimentation patterns.

c) Changing of flood-retention areas.

d) Changing of levels of surface waters or the water table.

e) Destruction of vegetation.

f) Changing of the temperature, biochemical oxygen demand, or other physical, chemical, or biological characteristic of surface water or groundwater.

Activities which are deemed to change the function, condition, or physical characteristics of a protected area listed in Section (1) specifically include but are not limited to:

a) Removal or destruction of a protected area.

b) Any form of draining, dumping, dredging, damming, discharging, excavating, filling, or grading.

c) Erection, reconstruction, or expansion of any buildings or structures.

d) Driving of pilings.

e) Construction or improvement of roads and other ways.

f) Changing of runoff characteristics.

g) Intercepting or diverting ground or surface water.

h) Installation of drainage, sewage, or water-supply systems.

i) Discharging any substance which may degrade water quality.

j) Destruction of vegetation.

4) ACTIVITIES WHICH ARE EXEMPTED FROM THIS BY-LAW

This by-law shall not apply to the following activities:

a) Normal and necessary maintenance or improvements, without any further encroachment upon areas subject to this by-law, of land in active, lawful agricultural use;

b) The selective cutting of trees on forested land subject to this by-law, by the owner of the land for his own use, when carried out under the following conditions: (i) the crown area removed by the cutting in any calendar year shall be no more than five percent of the area of the owner's forested land subject to this by-law; (ii) after the cutting, the crown area remaining shall be evenly distributed throughout the land on which the five-percent figure is based; (iii) the activity shall be conducted only at times when the area is sufficiently frozen, dry, or otherwise stable to prevent damage to the surface of the soil; (iv) discarded branches shall be cut into small pieces and distributed over forest floor or otherwise disposed of in a manner approved by the Commission; and (v) none of the above activities shall occur within twenty-five feet of a pond or stream. Also, the cutting of scattered or isolated trees on non-forested land subject to this by-law by the owner of the land for his own purposes, when carried out under conditions (iii)-(v) above, and the removal of fallen trees from land subject to this by-law by the owner thereof, when carried out under conditions (iii) and (iv) above, shall not be further regulated by this by-law.

c) Any project to be performed, or ordered to be performed, by an administrative agency of the Commonwealth of Massachusetts or the Town of Wayland which the Commission or its agent has certified to be an emergency project necessary for the protection of the health or safety of the citizens of Wayland. To the extent feasible under the circumstances, said certification shall include requirements for precautions to be taken to protect the interests identified in Section (1). Activities so certified which would normally be subject to this by-law shall not extend beyond the time necessary to abate the emergency, and shall be subject thereafter to remedial conditions as the Commission may require after a public hearing.

5) DETERMINATION OF APPLICABILITY

Any person desiring to know whether a proposed activity or area is subject to this by-law may request in writing that a Determination of Applicability be made by the Commission prior to the filing of a Notice of Intent. The basic format of the Request for Determination shall be as specified by the Commonwealth of Massachusetts under the Wetlands Protection Act (MGL:131/40), but the Commission may require submission of any supplementary information necessary to adequately evaluate such Request. The Request shall be sent to the Commission by certified mail or delivered by hand; a person delivering the request by hand shall be given a dated receipt.

Notice of the time and place of the public meeting at which the determination will be made shall be given by the Commission at the expense of the person making the Request not less than five days prior to such meeting, by publication in a newspaper of general circulation in the Town of Wayland and by mailing a notice to the requesting person, the Board of Health, the Planning Board and to such other persons as the Commission may by regulation determine.

Within 21 days after receipt of the initial Request and after consideration of all available information, the Commission shall make one of the following determinations:

a) the proposed area or activity is not subject to this by-law; or

b) the proposed activity or area is subject to this by-law and therefore requires a Notice of Intent and further action by the Commission in order to proceed; or

c) although the proposed activity is technically subject to this by-law, the effects of the proposed activity can be ascertained without further technical evaluation and will have so negligible an adverse impact upon the interests identified in Section (1) that the activity may proceed without further action under this by-law, provided the activity is performed as described in the Determination of Applicability. The Determination does not preclude submission of a Notice of Intent.

The Commission shall notify the person making the request and the owner, if different from the person making the request, of the results of its determination. Failure by the Commission to make the Determination within the 21-day period shall be deemed equivalent to Determination "a" above.

6) NOTICE OF INTENT; ORDER OF CONDITIONS

6.1 Filing of Notice

Any person proposing an activity subject to this by-law in an area subject to this by-law, who does not qualify for one of the exceptions listed in Sections (4) or (5), shall prepare a Notice of Intent and send it to the Commission by certified mail or hand-delivery. A person delivering the Notice by hand shall be given a dated receipt. The Notice shall be accompanied by a filing fee of twenty-five dollars payable to the Town of Wayland, but a) if the Notice pertains to the same activity in the same location as the Notice simultaneously filed under MGL:131/40, only one filing fee shall be required, and b) no filing fee shall be required when an agency of the Town of Wayland files a Notice.

The Notice of Intent shall include such plans and supporting data as may be necessary to describe the proposed activity, its relationship to areas subject to this by-law, and its effect on the interests identified in Section (1). The Notice shall not be submitted before all obtainable permits, variances, or approvals required by other by-laws or by regulations promulgated by agencies of the Town of Wayland have either been obtained or applied for.

The format of the Notice of Intent shall be as specified under MGL:131/40. A Notice and attachments submitted in compliance with MGL:131/40 may serve as the basic submission under this by-law, but the Commission may require submission of any supplementary information necessary to adequately determine compliance with the requirements of this by-law.

6.2 Public Hearing

Within twenty-one days after receipt of the Notice of Intent, the Commission shall hold a public hearing to receive any presentations concerning the proposed activity and its impact on the interests identified in Section (1). Notice of the time and place of the hearing shall be given by the Commission at the expense of the applicant, not less than five days prior to the hearing, by publication in a newspaper of general circulation in the Town of Wayland and by mailing a notice to the applicant, the Board of Health, the Planning Board and to such other persons as the Commission may by regulation determine. This may be the same public hearing as that held upon a Notice of Intent filed under the provisions of MGL:131/40 if both Notices were filed simultaneously and apply to the same activity in the same location. Hearings upon a Notice under this by-law may be continued to a specified later date by agreement of the applicant and the Commission, or by decision of the Commission alone in circumstances specified in Section (6.3). Failure of the Commission to hold a Public Hearing within the 21-day period shall be deemed unconditional approval of the application.

6.3 Burden of Proof

The applicant shall bear the burden of demonstrating the effect of the proposed activity on the interests identified in Section (1). Failure of the applicant to provide the Commission with adequate evidence that the proposed activity will not harm or be detrimental to the interests identified in Section (1) shall be sufficient cause for the Commission, in its discretion, to take one of the following actions: (a) deny the

application; (b) impose conditions on any permitted work in order to prevent or mitigate potential damage whose probability cannot be evaluated because of inadequacies in the information provided; or (c) continue the hearing to a later date to enable the applicant or others to present additional evidence.

6.4 Denial; Permission and Order of Conditions

The Commission's decision regarding any application pursuant to a Notice of Intent shall be issued within 21 days after the close of the public hearing. Failure to do so shall be deemed unconditional approval of the application.

The Commission is empowered to deny permission for an activity subject to this by-law in an area subject to this by-law if, in its judgment, such denial is necessary to adequately protect the interests defined in Section (1) and the imposition of conditions cannot reasonably be expected to satisfactorily prevent or minimize harm to such interests.

If the Commission determines that the proposed activity may be permitted, its decision shall be embodied in an Order of Conditions which shall contain such conditions as the Commission deems necessary or appropriate to protect and foster the interests identified in Section (1). All work of any applicant shall be performed in accordance with such Order of Conditions. An Order of Conditions issued by the Commission pursuant to MGL:131/40 may also serve as the basic Order under this by-law, but the Commission may impose such supplemental conditions as may be necessary to adequately assure compliance with this by-law.

The applicant shall record the Order of Conditions with the South Middlesex Registry of Deeds or register the same with the South Middlesex Registry District of the Land Court, as the case may be, within the chain of title of the property or properties affected, and shall notify the Commission of having done so before commencing the proposed activity.

An Order of Conditions issued under this by-law shall be valid for three years or for a longer or shorter period if the Commission finds that special circumstances so warrant and such different duration is stated in the Order. At a time not earlier than 45 days before the scheduled expiration of validity of an Order, the applicant or owner may request in writing that the Order be extended. Thereupon, and after receiving such additional information as it may require, the Commission may issue a written extension

of said Order for a new period not to exceed three years, the duration of which shall be stated in the extension.

7) BONDING

The Commission may require posting of a bond running to the Town of Wayland to ensure faithful and satisfactory performance of work permitted or required by an Order of Conditions issued under this by-law. The form and surety of such bond shall be as recommended by the Commission's legal counsel. Other evidence of financial responsibility, such as a deposit of money, a pledge or assignment of bank account, or an irrevocable letter of credit, which is satisfactory to the Commission, may be accepted in lieu of bonding, but the applicant shall be entitled to interest earned on any such deposit or account while held as security by the Town. The amount of any bond or other security and the conditions of forfeiture shall be determined by the Commission, but such amount shall not exceed the estimated cost of the work to be performed or of the restoration of affected areas and properties if the work is not performed as required, whichever is greater. Forfeiture of any such bond or other security shall be recoverable at the suit of the Town in Superior Court. Such bond or other security shall be released upon issuance of a Certificate of Compliance by the Commission.

8) CERTIFICATE OF COMPLIANCE

The applicant or owner of property subject to an Order of Conditions issued under this by-law may request in writing that a Certificate of Compliance be issued, certifying that the work permitted or required by the Order, or a designated portion of such work, has been satisfactorily completed. Within twenty-one days after receipt of the request, and after an inspection of the site by the Commission or its agent, the Commission shall (a) if the work in question has been satisfactorily completed, issue a Certificate of Compliance whose format may be similar or identical to that specified under MGL:131/40; or (b) if the work has not been satisfactorily completed, issue a written statement of refusal to so certify, giving reasons for the refusal. The Certificate of Compliance shall be recorded by the applicant or owner at the South Middlesex Registry of Deeds or registered with the South Middlesex Registry District of the Land Court, as the case may be, within the chain of title of the property affected.

9) ENTRY UPON LAND

In response to a Request for Determination of Applicability or for the purpose of otherwise performing their duties under this by-law, the Commission or its members, agents,

officers or employees may enter the land upon which the proposed activity is to occur, and the Commission may cause to be made such examination or survey as deemed necessary.

10) PRE-ACQUISITION VIOLATIONS

Any person who purchases, inherits, or otherwise acquires real estate upon which work has been done in violation of the provisions of this by-law or in violation of an order issued pursuant to this by-law shall forthwith comply with any such order or restore such real estate to its condition prior to such violation; provided, however, that no action, civil or criminal, shall be brought against such person unless commenced within three years after the date of acquisition of the real estate by such person.

11) ENFORCEMENT

Any person who violates any provision of this by-law or any condition of an order issued pursuant to this by-law shall be punished by a fine not exceeding three hundred dollars. Each day during which a violation continues shall constitute a separate offense. This by-law may be enforced pursuant to G.L. Chapter 40, Section 21, or in the alternative pursuant to Mass. G.L. Chapter 40, Section 21D, by a Town police officer or other officer having police powers. Upon request of the Commission, the Board of Selectmen or Town Counsel shall take such legal action as may be deemed necessary to enforce this by-law and any orders or permits issued pursuant to it.

12) ADMINISTRATIVE APPEAL OF THE COMMISSION'S RULINGS

An applicant or owner who is aggrieved by a denial or order of conditions issued by the Commission pursuant to this by-law may submit a written appeal to the Board of Appeals within 10 days after issuance of the denial or order. Such appeal shall be sent by certified mail to the Board of Appeals, or delivered to it by hand, in which case a dated receipt shall be issued. The appeal shall specify which conditions are contested and shall include specific arguments in support of the appellant's position.

Within 21 days after receipt of the appeal the Board of Appeals shall hold a public hearing upon the matter. Failure to do so shall be deemed a finding in support of the denial or conditions in question.

Within 21 days after the public hearing the Board of Appeals shall issue a written finding either supporting or voiding the denial or each contested condition. Failure to issue a written finding within the 21-day period shall be deemed a

finding in support of the denial or conditions in question. The written finding shall be based on oral testimony presented at the public hearing or written testimony of which copies have been made available to all interested parties at the hearing or sooner, and shall take into consideration only the following questions: (1) whether the Commission acted arbitrarily or capriciously; (2) whether the Commission exceeded the authority granted to it by this by-law; (3) whether new evidence not previously available to the Commission shows that the denial or condition in question is not necessary to protect the interests identified in Section 1.

The provisions of Section 11 shall not apply to a voided denial or condition, and no Town funds or Town employee's time shall be expended for enforcement or defense of a voided denial or condition. However, voidance of some conditions shall not void other, independent conditions of an order of conditions, and such other conditions shall remain in effect and shall be enforced as described in Section 11.

Within 21 days after a voiding by the Board of Appeals the Commission may hold a hearing and/or issue a new order of conditions which cancels and replaces the old order and initiates a new sequence of actions as described in Section 6 etc.

Within 21 days after a voiding by the Board of Appeals 50 citizens may petition the Board of Selectmen for a judicial review of the disagreement between the Board and the Commission, and the Board of Selectmen shall arrange forthwith for such a review, and the voidance shall be suspended until a final ruling has been rendered by a court. Town funds may be expended to cover reasonable costs of presenting the case to the courts.

13) RULES AND REGULATIONS

After due notice and public hearing, the Commission may promulgate rules and regulations to effectuate the provisions and purposes of this by-law. However, failure by the Commission to promulgate rules and regulations shall not act to suspend or invalidate the effect of this by-law.

14) SEVERABILITY

The invalidity of any section or provision of this by-law shall not invalidate any other section or provision thereof.

15) DEFINITIONS

Agricultural use of land means the dedication of land to the growing of selected vegetation to produce a product which has economic value. It involves cyclic soil preparation, nurturing of selected vegetation, and harvesting or grazing, and also includes the necessary accessory actions such as constructing and maintaining fences or access lanes. Forestry-related activities are not included within the definition of agricultural use and are therefore subject to this by-law, except to the extent specified in Section 3(b) hereof. Unlawful agricultural use includes that which is already in violation of this by-law or MGL:131/40 or an order pursuant to either. Agricultural use is "active" if vegetation as defined above has been grown in at least three of the preceding five years.

Applicant is the person who files a Notice of Intent or on whose behalf a Notice of Intent if filed.

Bank: A bank is the portion of the land surface which abuts and confines a body of surface water.

Commission means the Conservation Commission of the Town of Wayland.

MGL:131/40 means Massachusetts General Laws Chapter 131 Section 40 and the rules and regulations promulgated thereunder by the Division of Environmental Quality Engineering, both as may be amended.

Person: The term "person" includes any individual, group of individuals, association, partnership, corporation, company, business organization, trust, estate, government or administrative agency thereof, public or quasi-public corporation or body, or any other legal entity or its legal representative, agents, or assigns.

Pond: A pond is an open body of standing water, either naturally occurring or man-made by impoundment or excavation, which is never without standing water except during periods of extended drought.

Stream: A stream is an open body of running water which flows in a definite channel on the surface of the ground. Portions of a stream which have been enclosed in a culvert remain streams within the meaning of this by-law. The term includes intermittent streams which are deemed significant to the interests identified in Section (1). Creeks, brooks, and rivers are examples of streams.

Wetlands are areas where groundwater or surface water (ice in cold weather) constitute a significant part of the supporting substrate for a plant community for at least five

months of the year except during periods of extended drought. Wetlands shall be identified by (a) observation of the water component over a sufficient period of time to demonstrate its role as defined in the preceding sentence; or (b) by determination that the soil therein is characteristic of wetland soils; or (c) by determination that the established vegetation therein is characteristic of wetland plant communities. Marshes, bogs, swamps and wet meadows are examples of wetlands.

or take any action relative thereto.

COMMENTS: This Article establishes a Wetlands Protection By-Law for the Town of Wayland. Wetlands include ponds, streams, vegetated wetlands such as marshes and swamps, and land subject to flooding. There is now widespread recognition of the importance of wetlands both economically (e.g., flood control, water supply) and for the quality of life (e.g., prevention of pollution, wildlife habitat).

As the fragility of these important eco-systems has been recognized, attempts have been made to control and protect these vital natural resources. The Commonwealth has had statutory protection of wetlands for about twenty years. The current statute, the Wetlands Protection Act (WPA), MGL Ch. 131, Sec. 40, is administered initially by the municipal conservation commissions, but the commissions' rulings are very easily appealed to the Massachusetts Division of Environmental Quality Engineering (DEQE).

Unfortunately, the DEQE's actions on appealed cases have not been entirely satisfactory. The DEQE is so under-staffed that it tends to dispose of minor cases without adequate consideration. On the other hand, major cases are sometimes settled on the basis of political pressures imposed by higher levels of government rather than on the basis of the WPA's intent. This situation has led about twenty percent of the Commonwealth's municipalities to enact by-laws or ordinances which parallel the WPA but make no provision for appeal to the DEQE. This procedure allows the individual communities to control these resources in a manner appropriate to the needs and values of the individual community.

In this Article, the Wayland Conservation Commission proposes a Wetlands Protection By-Law which is the result of about two years of preparation, including two formal public hearings and extensive contacts with other boards and interest groups. The primary purpose is to strengthen the Conservation Commission's posture

in the appeal process. If this by-law is approved, administrative appeals will have to be directed to both the Wayland Board of Appeals (under the by-law) and DEQE (under the WPA). It is intended that except for the appeal process, applicants will see no difference between the new procedures (under both this by-law and the WPA) and the old procedures (under the WPA alone).

The Conservation Commission has a secondary purpose in submitting this Article: possible inclusion of recreational values, esthetic values, and wildlife habitat as wetlands values to be considered when the Commission acts upon applications submitted for work which will alter a wetland. This is only a secondary purpose, however, and the Commission will welcome debate concerning possible deletion of one or more of these three values from the by-law.

It is important to note that the proposed by-law also differs from the WPA in the specificity of its language. The vagueness of the WPA led initially to much confusion and a good deal of antagonism between conservation commissions and applicants. This has been corrected by issuance of State regulations which are very specific. The Conservation Commission believes that the improved clarity of language in the by-law will limit future disagreements to matters of substance. The Conservation Commission intends to issue regulations under this by-law which will be generally compatible with the State regulations.

It is the opinion of the Finance Committee that this by-law represents an important step forward in the control and protection of wetlands in the Town of Wayland. Traditionally, these values have been considered important by the Town. Control of these values at the local and not state level appears to be the most appropriate mechanism to insure that the standards accepted by our community apply, not those of a different and perhaps, more lax community.

Although new by-laws that restrict permissible activities can be seen in some ways as a taking of rights, the inclusion of an appeals process controlled by local officials, representing local values, should prevent any actions by any future board that might be viewed as capricious or arbitrary by applicants.

ARGUMENTS OPPOSED: This by-law can be construed to be a taking of property rights.

ARGUMENTS IN FAVOR: This by-law will permit local control, based on Wayland's standards, of a vital and fragile resource - the Town's wetlands. It eliminates a loophole that can be used to the disadvantage of the Town.

RECOMMENDATION: The Finance Committee recommends approval of the Article as printed in the Warrant.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 40, Sec. 21

NOTE: The Finance Committee learned just before going to press that an amendment would be offered by the Conservation Commission to delete Section 12. The Finance Committee is opposed to this amendment.

ARTICLE 21. EXEMPTION FROM MOTOR VEHICLE EXCISE TAX

Proposed by: Board of Selectmen:

Article 21. To see if the Town will vote to accept Chapter 597 of the Acts of 1982 which amended M.G.L. Chapter 60A, Section 1, which provides for an exemption from the Motor Vehicle Excise for any motor vehicle owned and registered by a former prisoner of war; or take any action relative thereto.

COMMENTS: This Article has been inserted by the Board of Selectmen to see if the Town will recognize, by acceptance of this Act, the extraordinary contribution made by the Town's ex-prisoners of war.

ARGUMENTS OPPOSED: A minor reduction in excise tax revenues might result.

ARGUMENTS IN FAVOR: Passage of this Article enables the Town to acknowledge its appreciation for services rendered to this Nation, and thereby to this Town, by our ex-POW citizens.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 60A

ARTICLE 22. AMEND BY-LAWS - MOTION DIFFERING FROM WARRANT ARTICLE

Proposed by: Petitioners:

Article 22. To see if the Town will amend Article 2 of its By-Laws, entitled "Procedure at Town Meeting," by adding thereto the following new section 8:

> "After a main motion has been made and seconded, it shall not be debated, amended, or acted upon until the mover of said motion has declared to the town meeting assembled that it is identical word-for-word with the substantive portion of the article then under consideration as printed in the warrant or, in the event that said motion and the substantive portion of the article are not identical, alerted the meeting to any and all such differences in wording. Failure to comply with any provision of this Section shall not invalidate any action taken under the subject warrant article."

or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by petition and calls for making mandatory a substantially identical motion adopted as a non-binding resolution at the April, 1984 Annual Town Meeting.

Since that resolution, most, but perhaps not every speaker has complied with the concept and with the sense of that vote. The program has apparently worked to the satisfaction of the voters as no exceptions were called out from the floor. As with most such matters, good judgment and good will should be the guide for all - not additional laws and by-laws.

ARGUMENTS OPPOSED: Some feel the non-binding resolution does not meet the need.

ARGUMENTS IN FAVOR: The present process works satisfactorily - a by-law is not needed.

RECOMMENDATION: The Finance Committee does not recommend approval of the Article.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 40, Sec. 21

ARTICLE 23. AMEND BY-LAWS - SECRET BALLOTS

Proposed by: Board of Selectmen

Article 23. To see if the Town will amend Article 2 of its By-Laws, entitled "Procedure at Town Meeting", by adding the following new Section:

Section 9. Secret ballots shall not be used at Town Meetings unless all of the following conditions shall have been satisfied:

a. Ten or more voters shall have filed written notice of their intention to move that a secret ballot be taken under a certain article or articles with the Moderator and the Office of the Town Clerk no less than seventy-two (72) hours before the start of the session at which such article will be considered, containing the signature and address of each such voter. Said notice shall also describe the subject(s) which will be decided by the vote(s) proposed to be taken by secret ballot.

b. Secret ballots may be used when voting on main or substantive motions only.

c. The Town Clerk shall prepare paper ballots for each voter attending the appropriate session of the Town Meeting divisible into two equal parts for each subject described in such notice(s), one part marked "AYE" and one part marked "NO", bearing the date for the session of the Town Meeting at which they are distributed. The ballots provided for the vote upon each issue shall differ in color from the ballots provided for all of the other issues.

d. The Town Clerk shall hand a packet of such ballots to each registered voter as soon as he or she has been admitted to a session of the Town Meeting where a secret ballot or ballots may be used.

e. If a majority of the voters shall have voted to use a secret ballot upon a motion described in such notice, the Moderator shall instruct the voters as to which color ballot may be used to cast a vote upon such motion.

f. No ballot shall be counted unless that portion of the ballot which the voter does not wish to deposit in the ballot box shall have been discarded into a receptacle in the presence of a teller.

The Moderator's declaration of a vote taken by secret ballot shall be deemed true and correct; but, if his or her declaration is immediately questioned by fourteen (14) or more voters, the Moderator shall verify said vote by counting the ballots cast once more and declaring the vote after such recount.

or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the Selectmen to see if the Town will adopt a formal procedure for managing secret ballots at Town Meeting.

A secret ballot was used at the last Special Town Meeting for the second time in remembered history. The balloting process worked well in spite of inexperience with the procedure and it was felt by the Moderator and the Selectmen that the procedure used should be preserved in the event that it should be needed in the future. At the same time the codification should not encourage its indiscriminate use. The Article presented above is the result of a joint effort between the Moderator and the Selectmen to do this.

The principal additions to the procedure used at the past Town Meeting are the requirement for 72 hours' notice prior to the start of the Town Meeting session at which the vote is to be taken and the requirement for written notice. These requirements provide some limitation to indiscriminate use and at the same time offer opportunity for use when the need for a secret ballot arises.

ARGUMENTS OPPOSED: The proposed procedure is too extensive, detailed, and rigid to be incorporated as a By-Law. The desired effect can be achieved with a less comprehensive procedure.

ARGUMENTS IN FAVOR: The adoption of this By-law codifies a process which has been found to be workable.

RECOMMENDATION: The Finance Committee does not recommend the Article as printed, but recommends that the issue be referred to the Town Meeting Procedures Committee.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 40, Sec. 21

ARTICLE 24. AMEND BY-LAWS - MODERATOR TO END DEBATE

Proposed by: Board of Selectmen

Article 24. To see if the Town will vote to amend Article 2 of its Town By-Laws, entitled "Procedure at Town Meeting", by adding the following new section:

> Section 8. If a two-thirds vote is required to carry a subsidiary or procedural motion at any Town Meeting, such as a motion to terminate debate ("move the previous question"), the Moderator need not, in his or her discretion, take a count, even though the voice vote upon such motion was not unanimous, if the Moderator shall have perceived that more than two-thirds of the voters voted in the affirmative. The Moderator shall then declare that such motion has carried and the Clerk shall record such declaration together with a note that there was "a scattering of nos". This section shall not apply to substantive or main motions or to votes required by statute.

or take any action relative thereto.

COMMENTS: The purpose of this Article is to improve the efficiency of the Town Meeting process by allowing the Moderator to determine the vote on a motion before the Town Meeting.

Under current state law, only matters of substance, such as borrowing, or acquisition or taking of land, require a counted 2/3 vote if the affirmative voice vote is not unanimous. There is no statutory requirement for a counted vote on procedural or lesser matters. Recent Town Meetings have spent significant amounts of time enduring standing counted votes on such matters as a motion to terminate debate, or other matters of a similar nature. By giving the Moderator the ability to determine whether a voice vote passes or defeats a motion, Town Meeting should be able to move more quickly and efficiently in the conduct of its business. This Article would not change the requirement for standing counted votes on matters of substance.

An important secondary benefit with the elimination of the need for a unanimous vote is that by doing so, people whose conscience or opinion requires them to oppose an issue may now have their votes recorded.

Attendance and participation at Town Meeting has been a serious issue for many citizens of Wayland for the past several years. By making the meeting more efficient with regard to procedural matters, the Town might attract more of its citizens to Town Meeting.

ARGUMENTS OPPOSED: None noted

ARGUMENTS IN FAVOR: This Article will improve the efficiency and effectiveness of Town Meeting.

RECOMMENDATIONS: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 40, Sec. 21

ARTICLE 25. ACCEPT GIFTS

Proposed by: Town Counsel

Article 25. To see if the Town will accept property which has been tendered to it as a gift, bequest, devise or otherwise, including any or all of the property more fully described below:

(a) Drainage easements in certain portions of Lots 11 and 13C shown on a plan entitled "Plan of Land in Wayland, Mass., Property of Devens H. and James M. Hamlen," dated September 26, 1983, revised October 11, 1983, by Schofield Brothers, Inc., which easement areas are described in a deed of easement from Devens H. and James M. Hamlen to the Town, dated January 23, 1984, said plan and deed of easement being on file with the Town Clerk.

(b) Drainage easement in a certain portion of Lot 7 shown on Land Court Plan 16568F filed with the South Middlesex District of the Land Court, which easement area is described in a deed of easement from Devens H. Hamlen, Edward H. Linde and Mortimer B. Zuckerman, Trustess of Mainstone Associates Trust, to the Town, dated January 23, 1984, said deed and an accompanying plan depicting the same being on file with the Town Clerk.

(c) Drainage easements in certain parcels of land standing in the names of Trixie G. Stetson and Nicholas P. & Eunice D. Inferrere as shown on a plan entitled "Plan of Land in Wayland, Mass. Showing Proposed Drainage Easement Between Peck Avenue and Main Street," dated December 13, 1984 by the Wayland Engineering Department, and described in deeds of easement from Trixie G. Stetson and Nicholas P. & Eunice D. Inferrere to the Town of Wayland, on file with the Town Clerk,

or take any action relative thereto.

COMMENTS: This is the regular Article by which the Town accepts gifts or conveyances. The Town is especially grateful for the gifts of Mr. and Mrs. Nicholas P. Inferrere and Mrs. Trixie G. Stetson, whose generous acts made possible the solution of a long-standing drainage problem at the end of Peck Avenue.

ARGUMENTS OPPOSED: None heard by Finance Committee

ARGUMENTS IN FAVOR: These gifts are valuable to the Town.

RECOMMENDATION: The Finance Committee recommends acceptance of the gifts in accordance with the recommendations of Town Counsel.

ARTICLE 26. AUTHORIZE TREASURER TO BORROW

Proposed by: Board of Selectmen

Article 26. To see if the Town will authorize the Treasurer, with the approval of the Selectmen, to borrow monies from time to time in anticipation of the revenue of the fiscal year beginning July 1, 1985 in accord with the provisions of G.L. Chapter 44, Section 4, and Chapter 849 of the Acts of 1969, both as amended, and to issue a note or notes therefor, payable within one year, and to renew any note or notes that may be given for a period of less than one year in accord with the provisions of G.L. Chapter 44, Section 17, as amended.

COMMENTS: This Article provides for short-term borrowing in case of need pending collection of real estate taxes.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 44, Sec. 4

ARTICLE 27. AUTHORIZE SELECTMEN TO SELL OR TRADE

Proposed by: Board of Selectmen

Article 27. To see if the Town will authorize the Selectmen to sell or otherwise dispose of certain vehicles, equipment, or other personal property in connection with the purchase of new equipment or otherwise; or take any action relative thereto.

COMMENTS: Authorization by a vote of the Town is necessary in order to sell, trade or otherwise dispose of Town property valued at $200 or more. The following items are scheduled for disposal in 1986:

POLICE DEPARTMENT
Three (3) 1984 Ford LTD Four-door Marked Sedans
One (1) 1983 Ford LTD Four-door Marked Sedan

FIRE DEPARTMENT
One (1) 1982 Ford LTD Four-door Marked Sedan
One (1) 1969 Ford F-600 Fire Alarm Ladder Truck

HIGHWAY DEPARTMENT
One (1) 1977 Ford F-350 1 Ton Dump Truck
One (1) 1965 Willy's 1 1/2 Ton Pick-up Truck
One (1) 1965 Bombadier Sidewalk Plow

WATER DEPARTMENT
One (1) 1977 Chevrolet 1/2 Ton Pick-up Truck

SCHOOL COMMITTEE
One (1) 1978 GMC Sixty-five Passenger School Bus

SELECTMEN
One (1) 1979 Chevrolet Chevy Van

Funds for the purchase of new equipment for which the items listed above will be traded or sold are provided in the budgets of the individual departments.

ARGUMENTS OPPOSED: None considered

ARGUMENTS IN FAVOR: Budgets have been approved authorizing purchase of vehicles. It is therefore necessary to provide for disposal of the vehicles they replace.

RECOMMENDATIONS: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority

ARTICLE 28. TRANSFER OF FUNDS

Proposed by: Finance Committee

Article 28. To see what sum, if any, the Town will transfer from available funds to meet any of the appropriations made under the foregoing Articles.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 44, Sec. 33B

* * * * * * * * * *

You are required to serve this Warrant by posting copies thereof, attested by you, at the Town Building, at the public libraries in Cochituate and in Wayland Center, and by mailing or delivering a copy thereof addressed to each residence in the Town, seven days, at least, before the time appointed for such meeting.

Hereof, fail not and deliver this Warrant with your return thereon to the Town Clerk on or before March 15, 1985.

Given under our hands and seals this eighth day of March, 1985.

W.H. IRVINE
MARCIA P. CROWLEY
L. THOMAS LINDEN
LEWIS S. RUSSELL
CATHERINE W. SEILER

Selectmen of the
Town of Wayland

ROBERT S. SWAIN
KAREN E. BROTHERS
JAMES F. BARRETT
WALTER F. POPE
SHIELA D. BOES
CHRISTOPHER W. LYNCH

Finance Committee

APPENDIX A

ADMNISTRATIVE AND PROFESSIONAL SALARIES

POSITION TITLE	DATE OF APPOINTMENT	SALARY 7/1/84	SALARY 7/1/85
Executive Secretary	November 24	$42,400	$42,400*
Asst. Exec. Sec./ Assoc. Town Counsel	March 12	39,700	31,000*
Personnel and Grants Administrator	August 16	--	24,000**
Office Administrator	December 11	--	26,000**
Fire Chief	March 19	38,200	38,200*
Police Chief	February 9	36,200	38,400
Town Accountant/ Finance Director	June 25	35,800	38,300*
Highway Supt.	August 1	27,800	30,000
Park & Rec. Supt.	October 31	32,800	35,400
Water Superintendent	April 1	30,200	32,600*
Det'd Social Worker	August 16	32,100	34,000
Treasurer/Collector	March 4	25,700	27,700
Town Surveyor	April 12	29,800	32,200*
Bldg./Zoning Inspector	July 3	26,400	26,500**
Library Director	August 19	25,950	27,750
Environmental & Planning Administrator	February 4	--	23,500**
Data Processing Mgr.	May 31	30,800	30,800*
Dog Officer	April 30	15,500	15,500*
Super. of Jt. Comm.	April 8	15,400	16,500*
Chief Operator W/S Septage Plant	October 11	23,000	25,400

*will be reviewed on anniversary date of appointment
**new incumbent in position

APPENDIX B - SCHOOL DEPARTMENT SALARIES

ADMINISTRATIVE SALARIES

NON-UNION POSITIONS:	FY 1985	FY 1986
Superintendent of Schools	61800	65500
	(+2500 annuity per year)	
Assistant Superintendent (d)	50600	48100
Director of Programs (d)	45400	------
Director of Personnel (d)	------	27500
Director of Business Affairs	43050	45600
Director of Special Education	40800	43250
Coordinator of Special Education	32800	-----
Director of Food Services (a)	18550	19650

UNIONIZED POSITIONS:	FY 1985 and FY 1986
High School Principal	40280 to 52810 (b)
Jr. High Principal	40280 to 52810 (c)
Elementary Principals	38160 to 47192 (c)
Assistant Principals	37100 to 46068 (c)

NOTES:

(a) The position of Director of Food Services is no longer included within the School Department budget. It is fully funded by cafeteria receipts.

(b) Under the terms of the collective bargaining agreement with the Wayland Association of School Administrators, the School Committee has reserved the right to set a dfifferent salary range for the new High School Principal effective July 1, 1985. The Committee has advertised the position with a salary up to 58,000. As of the printing of the warrant, a new principal had not been appointed.

(c) Ranges are established through collective bargaining and will be in effect for two years. Placement within the range is recommended by the Superintendent to the School Committee following annual performance appraisals in June.

(d) The positions of Assistant Superintendent for Personnel and Director of Programs which are currently full-time will be changed to full-time Assistant Superintendent and a half-time Director of Personnel.

TEACHERS' SALARY SCHEDULE

STEP	YEAR	BACH.	B+15	MASTER	M+30	M+60	DOCT.
1	1985	16356	16750	17342	18128	18915	20488
	1986	17011	17420	18036	18854	19672	21308
2	1985	17142	17536	18228	19112	19899	21475
	1986	17828	18238	18957	19877	20695	22335
3	1985	17932	18323	19112	20095	20880	22455
	1986	18650	19056	19877	20899	21716	23354
4	1985	18720	19112	19995	21080	21863	23439
	1986	19469	19877	20795	21924	22738	24377
5	1985	19505	19899	20880	22061	22848	24422
	1986	20286	20695	21716	22944	23762	25399
6	1985	20291	20683	21767	23011	23834	25404
	1986	21103	21511	22638	23932	24788	26421
7	1985	21080	21471	22652	24029	24815	26391
	1986	21924	22330	23559	24991	25808	27447
8	1985	21863	22258	23537	25011	25801	27374
	1986	22738	23149	24479	26012	26834	28469
9	1985	22653	23045	24422	25997	26784	28358
	1986	23560	23967	25399	27037	27856	29493
10	1985	23439	23834	25311	26979	27765	29343
	1986	24377	24788	26324	28059	28876	30517
11	1985	27222	27406	27480	27966	28752	30325
	1986	28584	28777	28780	29085	29903	31538
12	1985	27222	27406	28062	28949	29734	31309
	1986	28584	28777	29185	30107	30924	32562
Max	1985	27222	27406	31007	34114	36232	37899
	1986	28584	28777	32558	35820	38044	39794

NOTE: Teachers will receive an additional increase of 2% on Februay 1, 1986, making it a 5% increase on steps and 6% on maximum over the fiscal year 1986.

LEADERSHIP STIPENDS	84-85	85-86
Department Heads (9-12)	2800	3000
Department Heads (K-12)	3000	3200
Team Leaders (K-5):		
Math	2800	3000
Language Arts - Social Studies	2800	3000
Science	2300	2500
Curriculum Leaders (6-8)	2100	2250
House Leaders (6-8):		
five sections or less	1910	2025
more than five sections	2800	3000
Director of Physical Education and Athletics (K-12)	3700	4000

CO-CURRICULAR STIPENDS	84-85	85-86
Group I	3600	3816
Group II	3348	3549
Group III	2783	2950
Group IV	2548	2701
Group V	2208	2340
Group VI	2100	2226
Group VII	1695	1797
Group VIII	1600	1696
Group IX	1500	1590
Group X	1200	1272
Group XI	1000	1060
Group XII	800	848
Group XIII	600	636

NOTES:

1. Supervision of overnight educational activities: each teacher receives $22.50.

2. Chaperoning activities during non-school hours: each teacher receives $8.00 per hour.

3. Home teaching and tutorial fees shall be set at a minimum of $11.00 per hour.

SUBSTITUTE TEACHERS

$30.00 per day first 20 days
$33.00 per day 21st to 60th day
$38.00 per day 61st to 100th day

TEMPORARY TEACHERS

$68.00 per day (long-term assignment same classroom)

SCHOOL SECRETARY - CLERICAL - UNION

12 Month	FY	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Secretary	85	11939	12399	12756	13275	13758	14923	16115
	86	12536	13019	13394	13939	14446	15670	16921
Secretary Data Pro	85	12197	12788	13275	13925	14538	15831	17153
	86	12807	13427	13939	14622	15265	16623	18011
Secretary Recept	85	11939	12399	12756	13275	13758	14923	16115
	86	12536	13019	13394	13939	14446	15670	16921
Bookkeeper Data Pro	85	11939	12399	12886	13530	14147	15412	16764
	86	12536	13019	13531	14207	14855	16214	17603
Bookkeeper	85	11939	12399	12756	13275	13758	14923	16115
	86	12536	13019	13394	13939	14446	15670	16921
10 Month 35 Hours								
Secretary	85	8320	8648	8885	9240	9574	10384	10897
	86	8736	9081	9330	9702	10053	10904	11442
Secretary Recept	85	8320	8648	8885	9240	9574	10384	10897
	86	8736	9081	9330	9702	10053	10904	11442
10 Month 32.5 Hours								
Secretary Recept	85	7448	7738	7962	8266	8600	9428	9903
	86	7821	8125	8361	8680	9030	9900	10398
10 Month 30 Hours								
Secretary	85	6643	6795	6987	7287	7605	8568	8996
	86	6975	7135	7337	7652	7986	8997	9446
10 Month 27 Hours								
Library Aide	85	5873	6090	6267	6519	6816	7612	7984
	86	6167	6395	6581	6845	7157	7993	8384
10 Month 25 Hours								
Secretary	85	5540	5662	5814	6066	6339	7137	7494
	86	5817	5946	6105	6370	6656	7494	7869

SCHOOL SECRETARY - PARAPROFESSIONALS - UNION

10 Month	FY	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Lab Asst	85	6989	7323	7685	8104	8777	9190
32.5 hrs	86	7339	7690	8070	8510	9216	9650
Study Hall	85	6710	7185	7654	8040	8618	9098
Aide 30 hrs	86	7046	7545	8037	8442	9049	9553
Study Hall	85	7338	7778	8276	8728	9342	9845
Aide 32.5	86	7705	8167	8690	9165	9809	10338
Student Supv	85	7895	8344	8846	9296	9917	10384
32.5 hrs	86	8290	8762	9289	9761	10413	10904
Teacher Aide	85	5382	5633	5909	6234	6751	7074
25 hrs	86	5652	5915	6205	6546	7089	7428
Sp Nds Aide	85	5382	5633	5909	6234	6751	7074
25 hrs	86	5652	5915	6205	6546	7089	7428
Sp Nds Aide	85	6457	6761	7091	7481	8099	8448
30 hrs	86	6780	7100	7446	7856	8504	8871
PL 94-142	85	6457	6761	7091	7481	8099	8448
Aide 30 hrs	86	6780	7100	7446	7856	8504	8871
Work St Aide	85	7895	8344	8846	9296	9917	10384
32.5 hrs	86	8290	8762	9289	9761	10413	10904

CONFIDENTIAL EMPLOYEES	FY	Salary
Secretary to the Superintendent	85	19700
	86	20900
Secretary/Personnel	85	17800
	86	18800
Secretary/Business	85	17800
	86	18800

CUSTODIAL SALARIES AND WAGE FY86

	PROB	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Custodian:						
Nights	12355	13312	14123	14955	16120	17514
Days	12147	13104	13915	14726	15850	17243
Head Custodians:						
Happy Hollow	14023	15309	15787	16474	17763	18949
Claypit Hill	14023	15309	15787	16474	17763	18949
Jr. High	15537	16702	17285	17888	18595	20155
Town Building	15537	16702	17285	17888	18595	20155
High School	17056	17888	18595	19302	20218	21362
Maintenance:	14352	15538	16120	16702	17888	19115
Matron:	6070	6253	6674	7096	7646	

APPENDIX C
SALARY SCHEDULE - ELECTED TOWN OFFICERS

	FY 1985	FY 1986
Selectmen	100	100
Assessors - Chairman	1,600	1,600
- Assessors (2)	1,500	1,500
Town Clerk	20,800	22,300
Board of Health Members (3)	50	50
Water Commissioners (3)	75	75

APPENDIX D
CAPITAL PLANNING COMMITTEE
CAPITAL BUDGET AND PROGRAM
1986-1990

The Capital Planning Committee is charged with reviewing the capital expenditures proposed by Town boards and commissions originating as department items and as Town Meeting Articles. A Capital item is defined as:

A. All new municipal buildings, structures, improvements and alterations with a cost of $10,000 or more.

B. All mechanical equipment, machinery, computers, office equipment, tools, etc. with a cost of $10,000 or more.

C. All land acquisitions.

D. All purchases of cars, trucks and other licensed vehicles.

The information contained in the accompanying report was gathered through the use of Capital Request Forms and follow-up meetings with the submitting authorities. It has been assembled, reviewed and evaluated by the Committee. The priorities assigned by the Committee were determined on the bases of a) need, b) the justification presented by the submitting authority and c) the effect on the related service. Highest priority (1) was assigned to those items which merited inclusion in the current year's budget. A secondary (2) priority was assigned to those items which, although worthwhile, were considered less important within the context of this year's capital requests. The lowest priority (3) was assigned to all the remaining requests.

The items presented in the report for the years 1987-1990 represent the requests of Departments, Commissions and Committees and will be subject to further review as part of the ongoing process of capital planning.

The Committee has under continuing review possible improvements in the Town's Capital Planning procedures. Particularly in the areas of leasing equipment, sharing equipment with neighboring towns and long-term town needs for modernizing the radio communication system.

The report is composed of several parts. First, a summary of capital expenditures from 1986 to 1990. Second, a summary of Department requests followed by a summary of the Water Department capital requests. Third, a summary of proposed articles. Fourth, a summary of assumed capital borrowings that combines current debt service with future debt obligations currently proposed. Fifth, a summary of the effect of Capital spending on an estimate of the 1986 tax rate.

We sincerely appreciate the close cooperation from the committees, commissions and boards, the professional departmental managers and the help and support of Alice Weldon and Robert Hilliard. Thank you all.

The Capital Planning Committee hopes that the information contained in the report will assist the voters as they make their Town Meeting decisions.

Respectfully submitted,
Mary M. Antes
Suzanne R. Dates
Robert L. West
E. Michael Brown
Ray K. Heist, Chairman

CAPITAL EXPENDITURE SUMMARY

	BUDGET 1986	1987	1988	1989	1990
GENERAL GOVERNMENT	70,000	--	--	--	12,000
POLICE DEPARTMENT	38,104	41,500	42,000	44,800	46,000
FIRE DEPARTMENT	43,000	120,000	10,000	--	160,000
SCHOOL DEPARTMENT	105,000	104,000	81,000	65,000	--
LIBRARY	10,000	--	--	--	--
PARK & RECREATION	--	24,000	22,000	23,000	11,000
HIGHWAY DEPARTMENT	112,000	116,000	84,000	115,000	105,000
TOTAL DEPARTMENT CAPITAL REQUESTS	$378,104	405,500	239,000	247,800	334,000
EFFECT OF DEPT. CAPITAL ON TAX RATE (**)	$ .61	.66	.39	.40	.54
DEPARTMENT CAPITAL AS % OF 1986 BUDGET (++)	% 2.4	2.5	1.5	1.5	2.1
EFFECT OF TOTAL CAPITAL ITEMS ON TAX RATE (**)	$ 1.61	1.73	1.62	1.35	1.40
TOTAL CAPITAL AS % OF 1986 BUDGET (++)	% 5.8	6.7	6.5	5.3	5.5
CAPITAL $ PER RESIDENT (##)	$ 79.80	85.83	95.12	67.61	70.02

(**) BASED ON 1985 ASSESSMENT OF $613,000 = $1.00
(##) BASED ON 12,464 RESIDENTS
(++) BASED ON EST. 1986 BUDGET OF $15,874,054

SUMMARY OF DEPARTMENTS

	Priority	1986	1987	1988	1989	1990
POLICE DEPARTMENT						
Replace 4 cars	(1)	38,104	41,500	42,000	44,800	46,000
SUB TOTAL		38,104	41,500	42,000	44,800	46,000
FIRE DEPARTMENT						
Car #1 Station Wagon	(1)	7,000	0	0	0	0
Truck-1/2 Ton Pickup		0	0	10,000	0	0
Engine #2		0	0	0	0	120,000
Engine #3		0	120,000	0	0	0
Ladder #1		0	0	0	0	40,000
Fire Alarm Truck	(1)	36,000	0	0	0	0
SUB TOTAL		43,000	120,000	10,000	0	160,000
GENERAL GOVERNMENT						
Dog Officer Van	(2)	10,000	0	0	0	0
Eng. Dept-Plotter & Software		47,000	0	0	0	0
Electronic Total Station		13,000	0	0	0	0
Van		0	0	0	0	12,000
SUB TOTAL		70,000	0	0	0	12,000
LIBRARY						
Auto. Project Phase III	(1)	10,000	0	0	0	0
SUB TOTAL		10,000	0	0	0	0
PARK AND RECREATION DEPARTMENT						
F250 Truck with Plow		0	12,000	0	0	0
F350 Dump Truck		0	12,000	0	0	0
F600 Truck With Plow		0	0	11,000	0	11,000
Ford Courier		0	0	11,000	0	0
F350 Dump Truck		0	0	0	13,000	
Station Wagon		0	0	0	10,000	0
SUB TOTAL		0	24,000	22,000	23,000	11,000

SCHOOL COMMITTEE						
Locker Replacement		0	0	12,000	24,000	0
Carpet Replacement	(1)	42,000	0	17,000	17,000	0
Bus Replacement	(1)	23,000	26,000	0	0	0
High School Furniture		0	24,000	12,000	24,000	0
Air Conditioning Unit		0	0	40,000	0	0
Boilers		0	54,000	0	0	0
Computers	(1)	40,000	0	0	0	0
SUB TOTAL		105,000	104,000	81,000	65,000	0
HIGHWAY DEPARTMENT						
Backhoe	(1)	55,000	0	0	0	0
10 Ton Dump Truck	(3)	45,000	0	0	0	0
1 Ton Dump Truck	(1)	18,000	0	0	0	0
10 Ton Dump Truck #6		0	0	50,000	0	52,500
Sidewalk Tractor	(1)	25,000	0	0	0	0
4 WD Pickup #35	(1)	14,000	0	0	0	0
10 Ton Dump Truck #8		0	48,000	0	0	52,500
1 Ton Dump Truck #7		0	20,000	0	0	0
10 Ton Dump Truck #5		0	48,000	0	0	0
Midsize Car		0	0	14,000	0	0
Skid Loader		0	0	20,000	0	0
Front End Loader		0	0	0	115,000	0
SUB TOTAL		157,000	116,000	84,000	115,000	105,000
SUB TOTAL DEPARTMENTS		423,104	364,000	197,000	247,800	288,000
WATER DEPARTMENT						
New Well & Pumping Station		0	10,000	0	0	0
Test Wells		0	0	10,000	0	10,000
Replace Backhoe		0	40,000	0	0	0
New Truck	(1)	7,500	0	7,500	15,500	7,500
Purge Wells		0	0	20,000	0	20,000
New Compressor		0	0	25,000	0	0
Meter Replacement	(1)	10,000	10,000	10,000	10,000	10,000
Water Main Replacement		0	20,000	20,000	40,000	40,000
SUB TOTAL		17,500	80,000	92,500	65,500	87,500

SUMMARY OF ARTICLES

	Priority	1986	1987	1988	1989	1990
HIGHWAY DEPARTMENT						
Repair East Plain Street		92,500	0	0	0	0
Install Drainage Shaw Drive		18,000	0	0	0	0
Betterment-Lake Shore Drive		120,000	0	0	0	0
Betterment-Mathews Drive		0	102,000	0	0	0
Betterment-Doran Road		0	82,000	0	0	0
Betterment-Woodland Road		0	58,800	0	0	0
SUB TOTAL		230,500	242,800	0	0	0
ROAD CONSTRUCTION						
Construct Sherman Bridge Road		0	400,000	0	0	0
OCPE/Rice Road Intersection		0	150,000	0	0	0
Design Glezen Lane		0	80,000	0	0	0
Various Local Roads		0	50,000	0	0	0
Construct Glezen Lane		0	0	500,000	0	0
Various Local Roads		0	0	210,000	0	0
Design Draper Road		0	0	80,000	0	0
Various Local Roads		0	0	30,000	0	0
Construct Draper Road		0	0	0	515,000	0
Various Local Roads		0	0	0	200,000	0
Design Claypit Hill Road		0	0	0	55,000	0
Rice Road		0	0	0	170,000	0
Construct Claypit Hill Road		0	0	0	0	365,000
Rice Road		0	0	0	0	1,130,000
Reconstruct Stonebridge Road		350,000	0	0	0	0
SUB TOTAL		350,000	680,000	820,000	940,000	1,495,000
CONSERVATION COMMISSION						
Land Acquisition		0	150,000	150,000	150,000	150,000
SUB TOTAL		0	150,000	150,000	150,000	150,000
SURFACE WATER QUALITY						
Dudley Pond Restoration	(1)	180,000	0	0	0	0
SUB TOTAL		180,000	0	0	0	0

LIBRARY						
Restorations & Additions	(1)	1,250,000	0	0	0	0
		1,250,000	0	0	0	0
SCHOOL COMMITTEE						
Roof Replacement		0	0	0	0	780,000
		0	0	0	0	780,000
==========		=========	=========	=======	=========	=========
SUB TOTAL ARTICLES		2,010,500	1,072,800	970,000	1,090,000	2,425,000

CURRENT DEBT OBLIGATIONS

	1986	1987	1988	1989	1990
High School 950,000 1972	60,750	58,500	56,250	54,000	51,750
Happy Hollow 900,000 1976	97,357	92,452	--	--	--
New Town Building	203,643	194,856	117,731	--	--
Conservation Equip. & Septage	118,625	107,625	94,500	30,900	--
1985 Multi-Purpose	135,163	129,638	124,113	118,588	113,063
Existing Debt	615,538	583,071	392,594	203,488	164,813

FUTURE DEBT OBLIGATIONS (includes only 1986 approved projects)

Fire Equipment and Planning Equipment	--	25,175	23,940	22,705	21,470
Landfill Liner	--	39,750	37,800	35,850	33,900
Conservation 60,000 5 years (6.5%)	--	15,900	15,120	14,340	13,560
Pond & Betterments 300,000 10 years (7%)	--	--	51,000	48,900	46,800
Street 10 Years 350,000 (7%)	--	--	59,500	57,050	54,600
Library 10 years 1,250,000 (7%)	--	--	212,500	203,750	195,000
	615,538	663,896	792,454	586,083	530,143

SUMMARY OF BORROWING PROGRAM EFFECT ON TAX RATE**

	1986	1987	1988	1989	1990
EXISTING DEBT	1.00	.94	.64	.33	.27
FUTURE DEBT	--	.13	.65	.62	.59
	1.00	1.07	1.29	.95	.86

**Based on $618,000 = $1.00 on the 86-90 tax rate

APPENDIX E

Salary and Wages ($27,500 or more)

The following amounts are from W-2 forms for calendar 1984 and includes any overtime and stipends. The difference between base salary and the amount shown below is overtime or stipends which vary from year to year.

GENERAL GOVERNMENT			
Executive Secretary	42,825	Data Processing Mgr.	29,694
Asst. Exec. Sec./ Assoc.Town Counsel	38,899	Town Surveyor	31,711
Finance Director	34,243		
HEALTH			
Social Worker	32,250		
PARK DEPARTMENT			
Superintendent	33,260		
HIGHWAY DEPARTMENT			
Superintendent	28,509		
Master Mechanic	28,397		
POLICE DEPARTMENT (Including Overtime & Private Details)			
Chief	36,084	Patrolman	33,660
Lieutenant	32,082	Patrolman	35,605
Youth Officer	36,539	Patrolman	27,956
Sergeant	35,421	Patrolman	30,908
Sergeant	34,461	Patrolman	32,392
Sergeant	32,343	Patrolman	31,746
Sergeant	37,784		
Sergeant	37,960		
FIRE DEPARTMENT (Including Overtime)			
Chief	37,782	Firefighter/Clerk	28,085
Captain	34,419	Firefighter/Elect.	28,098
Captain	33,883		
Captain	34,988		
Captain	33,853		
WATER DEPARTMENT			
Superintendent	32,236		
SEPTAGE FACILITY			
Operator	27,582		
SCHOOL DEPARTMENT			
Administration:			
Superintendent	62,550	Dir. of Programs	42,667
Asst. Superintendent	49,175	Business Administrator	44,460

SYSTEM WIDE PERSONNEL

Dir. of Sp. Ed.	39,650

PRINCIPALS

High School	54,065	Asst. Junior High	38,325
Asst. High School	40,075	Claypit Hill	43,500
Asst. High School	42,200	Happy Hollow	43,250
Junior High School	44,500		

DEPARTMENT HEADS

37,604	35,558	36,152	35,153
42,850	35,980	38,912	

TEACHERS

32,133	36,892	37,308	28,491
34,028	31,933	33,007	37,308
34,017	31,754	28,550	35,592
29,123	31,752	28,719	35,336
35,493	33,233	30,379	35,753
32,913	28,748	28,386	32,675
32,433	29,423	32,233	30,648
29,853	31,941	31,957	37,812
31,933	33,434	31,933	42,352
33,125	30,651	32,533	29,023
33,917	34,079	35,209	33,917
29,334	34,017	35,128	28,851
31,933	36,366	36,663	37,828
36,763	29,979	35,692	37,244
32,248	33,979	32,168	35,966
29,995	31,941	28,761	29,023
32,533	29,407	31,957	32,714
32,763	32,709	34,902	31,957
33,917	32,133	29,653	33,909
35,577	29,031	34,117	31,941

APPENDIX F

REFER TO ARTICLE 4

M.G.L. Chapter 39, Section 16

16. Appropriation, advisory or finance committees; appointment; tenure; powers and duties.

Every town whose valuation for the purpose of apportioning the state tax exceeds one million dollars shall, and any other town may, by by-law provide for the election or the appointment and duties of appropriation, advisory or finance committees, who shall consider any or all municipal questions for the purpose of making reports or recommendations to the town; and such by-laws may provide that committees so appointed or elected may continue in office for terms not exceeding three years from the date of appointment or election.

In every town having a committee appointed under authority of this section, such committee, or the selectmen if authorized by a by-law of the town, and, in any town not having such a committee, the selectmen, shall submit a budget at the annual town meeting.

REFER TO ARTICLE 4

Town By-Laws. Article 4. Finances

Section 1. There shall be a committee called the Finance Committee appointed by the Board of Selectmen as hereinafter provided. Such committee shall consist of seven registered voters who shall serve without pay and none of whom during his service on such committee shall hold regular elective or appointive town office having to do with the expenditure of town money. Five members of such committee shall be appointed to serve for terms of three years. Two members of such committee shall be appointed to serve for terms of two years. No person appointed to a full two-year term shall upon the expiration of that term be eligible for appointment to succeed himself in such two-year term.

Section 2. The Board of Selectmen, not later than December first of each year, shall appoint to serve for a term of three years one or two members of the Finance Committee as shall be necessary to fill the vacancy or vacancies caused by expiration of three-year terms, and shall appoint to serve for a term of two years one member of the Finance Committee to fill the vacancy caused by the expiration of a two-year term. Appointment to fill unexpired terms shall be made by the Board of Selectmen as vacancies occur.

REFER TO ARTICLE 12

1958 Annual Town Meeting

Article 14. Voted unanimously: That the Town of Wayland accept, with appreciation, the gift of $5,000 from Mr. Robert S. Sturgis, to be held in trust by the Commissioners of Trust Funds of the Town until used in connection with the erection of a school on the property on Sherman Bridge Road, formerly owned by Mrs. Evelyn M. Greaves, and acquired by the Town in 1956 for school site purposes, subject to the following conditions:

1. Until a school building is erected on the property, the net income from the fund shall be accumulated and added to the principal.

2. At the time of erection of the building, the principal and all accumulated net income shall be used to provide for the building:

    a. A memorial plaque to Mrs. Greaves suitable in the opinion of a majority of the Commissioners of Trust Funds; and

    b. Some permanent feature of the building, proposed by the School Committee, which, in the judgment of a majority of the Commissioners of Trust Funds,

        (i) will contribute to the life and spirit of the school and

        (ii) would not ordinarily be provided for under the Town's appropriations for constructing and equipping an elementary school building.

This was a rising, unanimous vote.

REFER TO ARTICLE 21

Chapter 597 of the Acts of 1982

AN ACT PROVIDING FOR THE ISSUANCE WITHOUT PAYMENT OF A FEE OF DISTINCTIVE LICENSE PLATES TO FORMER PRISONERS OF WAR

Be it enacted, etc., as follows:

SECTION 1. The fifth paragraph of section 1 of chapter 60A of the General Laws, as inserted by section 1 of chapter 242 of the acts of 1974, is hereby amended by inserting after the first sentence the following two sentences:- In any city or town which accepts the provisions of this sentence, by a vote of the city council with the approval of the mayor, in a town, by a vote of the town meeting, and in a municipality having a town council form of government, by a vote of the town council. The excise tax imposed by this section shall not apply to a motor vehicle owned and registered by a former prisoner of war defined as any regularly appointed, enrolled, enlisted, or inducted member of the military forces of the United States who was captured, separated and incarcerated by an enemy of the United States during an armed conflict.

SECTION 2. The sixth paragraph of section 2 of chapter 90 of the General Laws, as most recently amended by section 1 of chapter 687 of the acts of 1977, is hereby further amended by inserting after the third sentence the following sentence:- The registrar of motor vehicles may issue, without charge, to former prisoners of war, defined as any regularly appointed, enrolled, enlisted, or inducted member of the military forces of the United States during an armed conflict, upon presentation of satisfactory evidence of such prisoner of war status, as determined by the registrar, distinctive registration plates for one pleasure passenger vehicle owned and principally used by said individual.

SECTION 3. Section 33 of said chapter 90, as most recently amended by section 44 of chapter 572 of the acts of 1980, is hereby further amended by inserting after the twenty-second paragraph the following paragraph:-

No fee shall be exacted for the registration of one pleasure passenger vehicle owned and principally used by a former prisoner of war who is entitled to dispaly thereon the distinctive number plates authorized by section two.

Approved December 28, 1982.

REFER TO ARTICLE 24

M.G.L. Chapter 39, Section 15

15. Moderators; powers and duties

The moderator shall preside and regulate the proceedings, decide all questions of order, and make public declaration of all votes, and may administer in open meeting the oath of office to any town officer chosen thereat. If a vote so declared is immediately questioned by seven or more voters, he shall verify it by polling the voters or by dividing the meeting unless the town has by a previous order or by-law provided another method. If a two thirds, four fifths or nine tenths vote of a town meeting is required by statute, the count shall be taken, and the vote shall be recorded in the records by the clerk; but if the vote is unanimous, a count need not be taken, and the clerk shall record the vote as unanimous.

A town may pass by-laws, subject to this section, for the regulation of the proceedings at town meetings. Such by-laws shall be approved and published in the manner prescribed by section thirty-two of chapter forty.

In any town having a representative town meeting form of government the town meeting members shall not use the secret ballot when voting in the exercise of the corporate powers of said town or on any motion unless two thirds of the town meeting members present and voting thereon vote that a secret ballot be used.

TOWN OF WAYLAND
Board of Selectmen
41 COCHITUATE ROAD
WAYLAND, MASS. 01778

Bulk Rate
U.S. Postage
PAID
Permit No. 16
Wayland, Mass.

POSTAL PATRON

WAYLAND, MASS. 01778